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HR EXCELLENCE IN RESEARCH

UNIFI
HRS4R 2023 SURVEY
OUTCOMES

may 2024

Since the beginning of the HRS4R process within the University of Florence in 2014, the delivery of periodic surveys has been deemed as necessary to guarantee a proper involvement of the research community within the process. The surveys allow a periodic check of the internal level of satisfaction with respect to the status of implementation of the C&C principles while providing at the same time useful information about the challenges considered as most urgent.

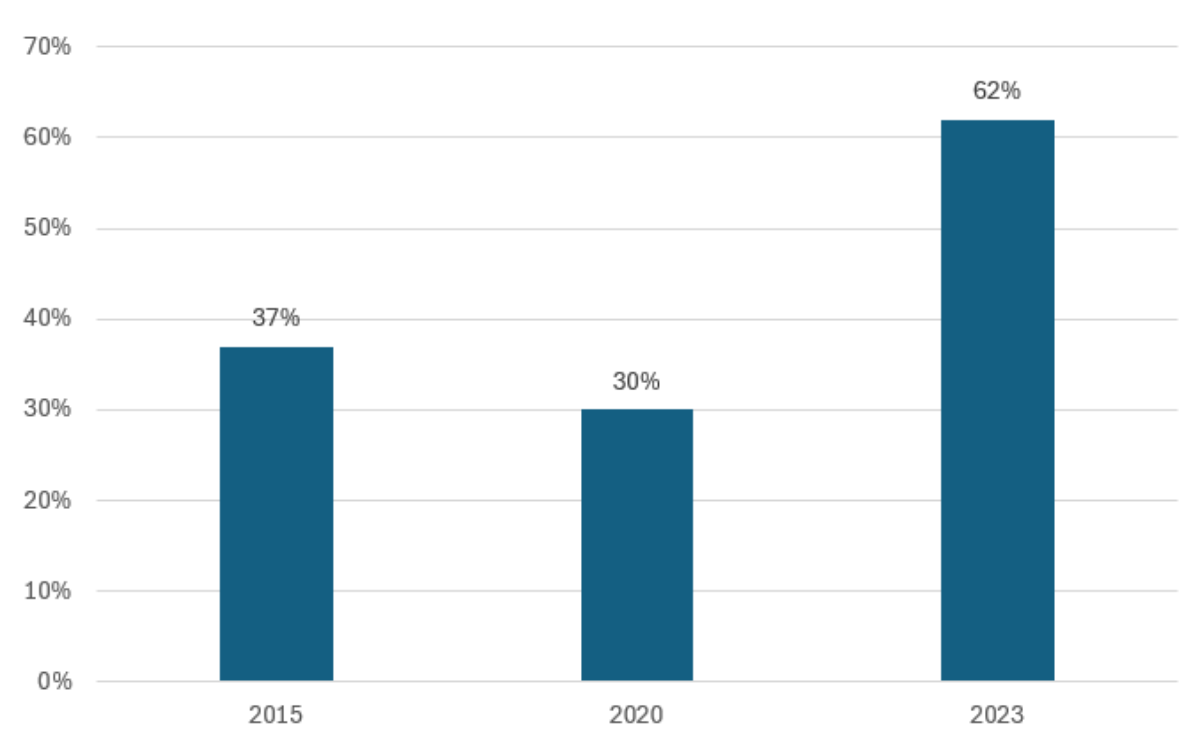
Three editions of these surveys have been completed so far, delivered respectively in:

- 2015
- 2020
- 2023

Under each edition the survey has addressed all people within the University involved at any level in performing research related activities, for a total of **3736 interviewed**, i.e.:

- PhD students
- Fellow Researchers
- Temporary Researchers
- Permanent Researchers
- Associate Professors
- Full Professors

The following table shows the participation rate achieved under each edition:



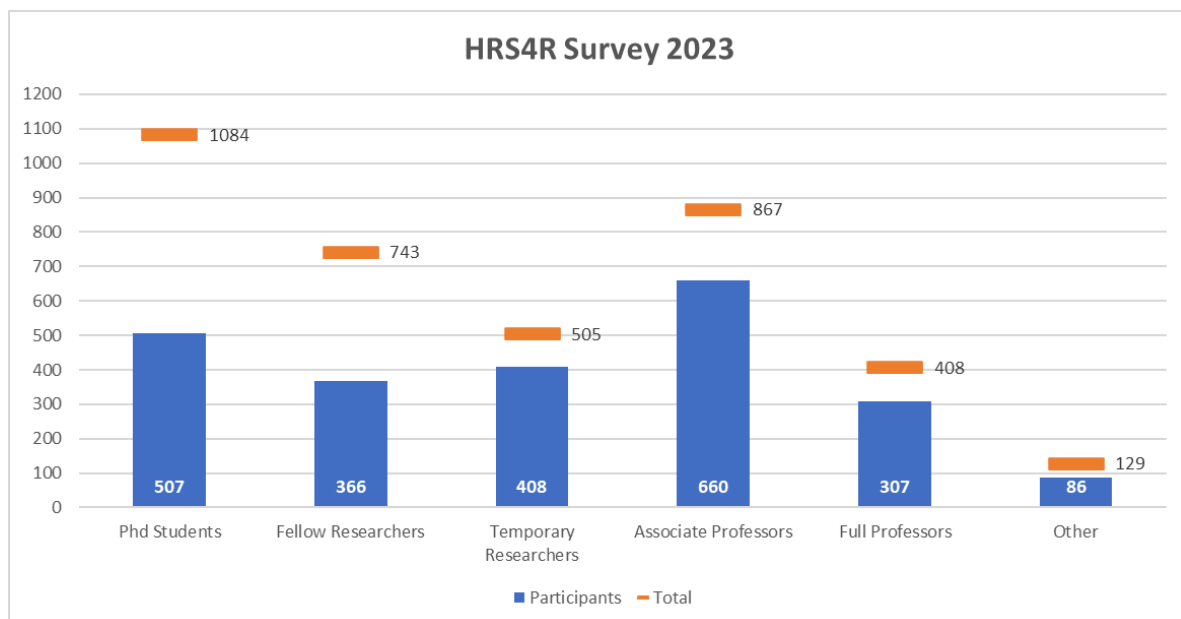
In order to promote as much participation as possible under the third edition of the questionnaire, several measures were undertaken, including:

- modification of the administration period. Instead of the summer months, the 2023 questionnaire was administered from October 17, 2023 to December 15, 2023
- Identification of one Research Ambassador within each Department as promoter of the dissemination of information about the survey with the aim of raising awareness about the purpose of the survey among the staff of their respective departments
- sensitization of Department Directors through the presentation of the survey at the meeting of the College of Directors by the Vice Chancellor for Research and a spokesperson of the HRS4R Working Group of UNIFI.
- scheduling of periodic reminders to all survey recipients on a biweekly basis

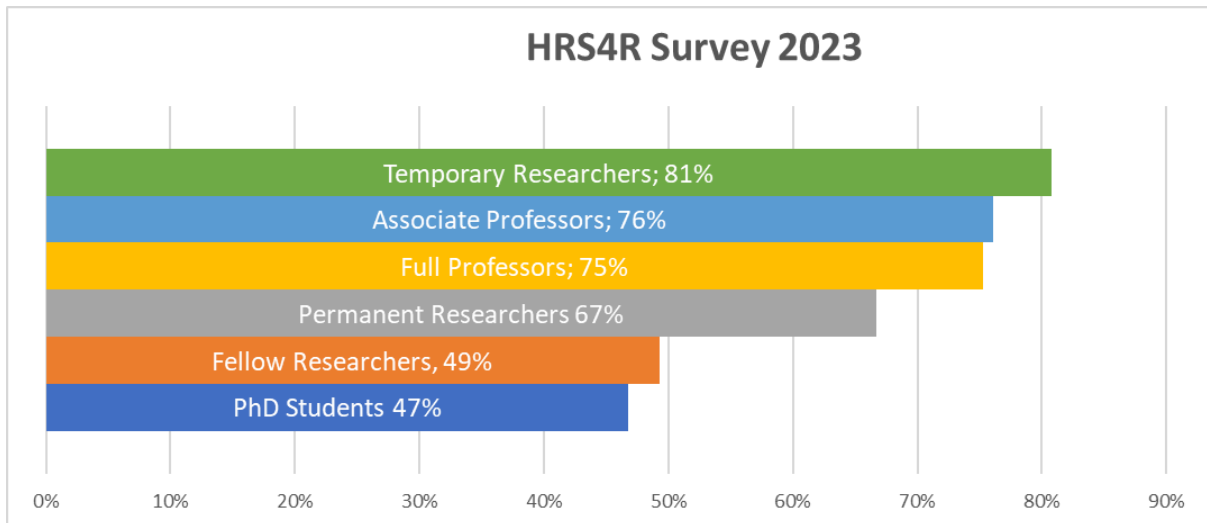
Out of the **3736 interviewed** a total of **2334 answers** have been collected, for a **participation rate of 62%**.

The following tables show the composition of the sample of participants:

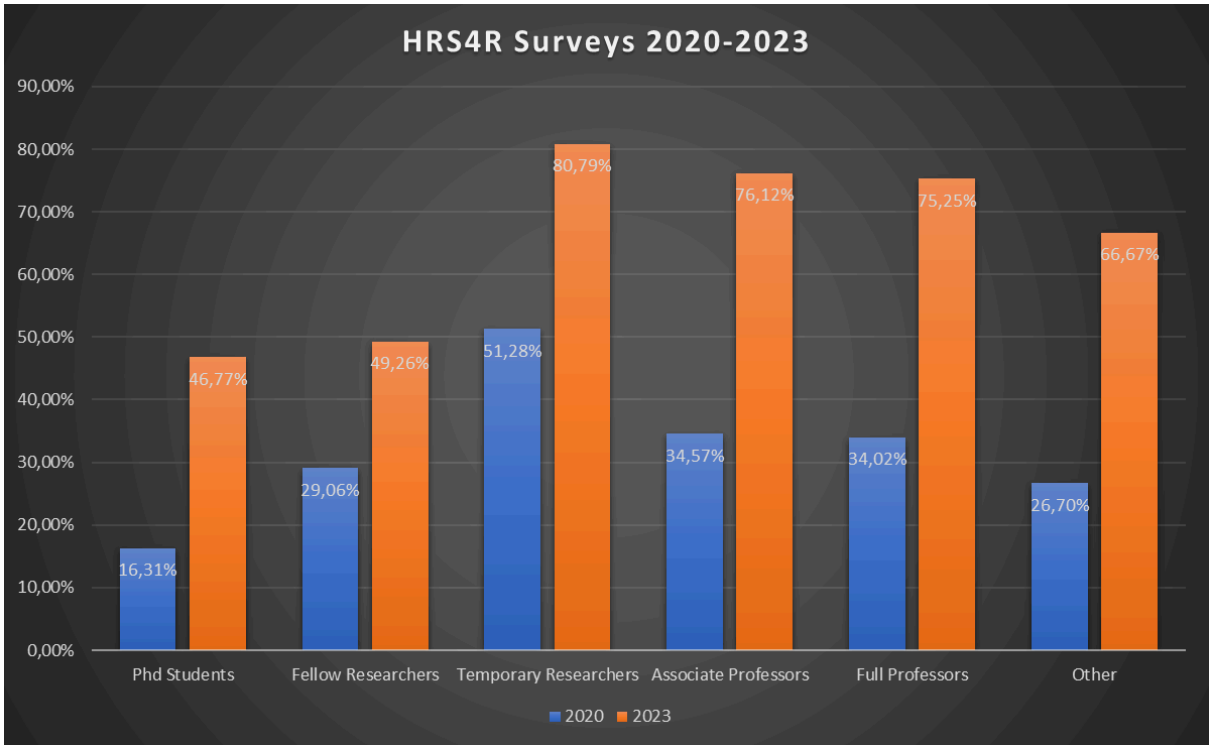
Empoloyment contract	Interviewed	Answers	Participation rate
PhD Students	1084	507	47%
Fellow Researchers	743	366	49%
Temporary Researchers	505	408	81%
Associate Porfessors	867	660	76%
Full Professors	408	307	75%
Other	129	86	67%
Total	3736	2334	62%



Under each type of employment contract at least 50% of the interviewed have completed the survey:

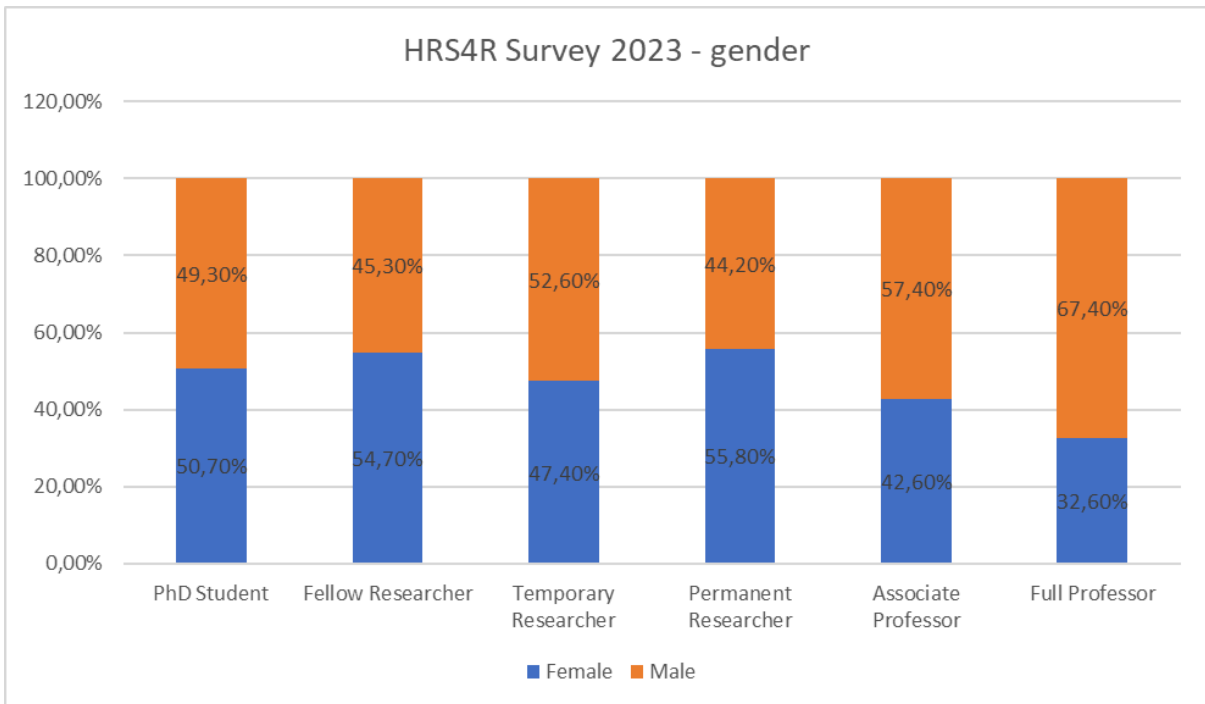


The table below includes a comparison of the sample composition between the 2020 survey and the 2023 survey:

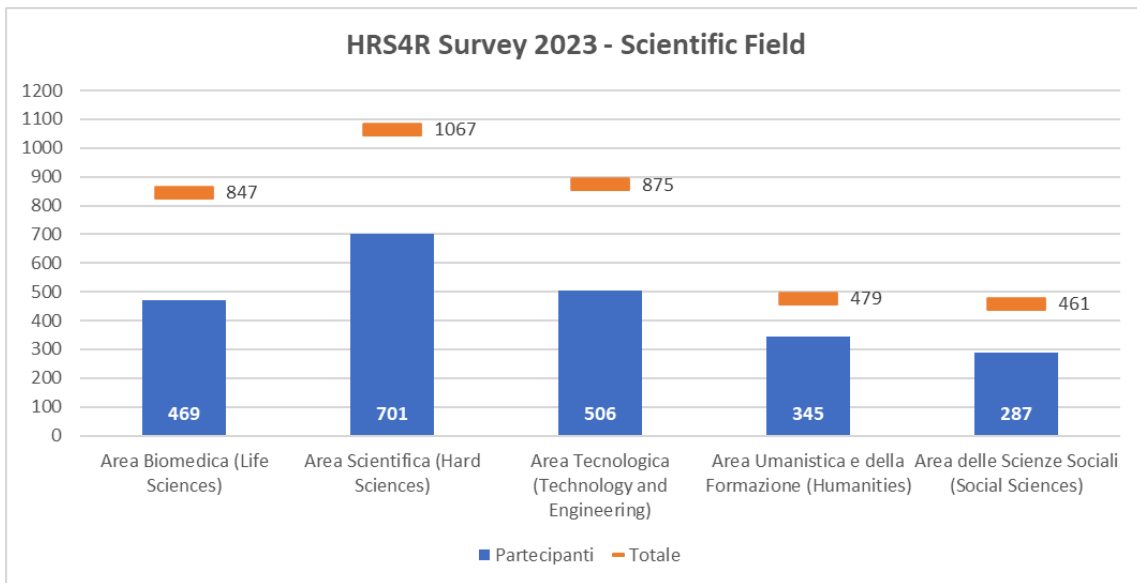


As far as gender distribution is concerned the 2023 survey shows the following distribution:

	A00. Gender		Answers
	Female	Male	
A04. Your academic role is			
PhD Student	50,70%	49,30%	519
Fellow Researcher	54,70%	45,30%	340
Temporary Researcher	47,40%	52,60%	407
Permanent Researcher	55,80%	44,20%	86
Associate Professor	42,60%	57,40%	655
Full Professor	32,60%	67,40%	301
Total	46,20%	53,80%	2308



The following table shows the distribution of the participants based on their scientific field:



SURVEY CONTENTS

In order to ensure the greatest possible comparability of the results recorded under each survey, the text of the questionnaire administered during 2023 is structured in a substantially similar way to previous surveys by providing a set of about 40 questions divided into 4 reference chapters, based on the structure of the European charter and code:

1. Recruitment
2. Working Conditions and Social Security
3. Professional Recognition, Non-Discrimination, Research Environment
4. Improvement in the Training, Competence, and Professional Experience of Researchers

Within each section, the questions included in the 2020 edition have been confirmed, with some updates approved by the HRS4R Steering Group to ensure the greatest possible effectiveness of the survey. The changes are shown in the table below:

EDITION 2020		EDITION 2023	
1.1	Open vacancies at any level of career are adequately publicized internationally, nationally and locally	1.1	The positions available at each level are adequately advertised at international, national and local level
1.2	Selection procedures are simple and easy to understand for the candidate (the calls specify the selection criteria and the number of available positions, and remain open for a reasonable period of time)	1.2	Selection procedures are easy to understand for the candidate (with announcements specifying selection criteria, the number of available positions, and being open for a reasonable period)
1.3	As for the recruitment process, the University technical and administrative staff provide adequate support	1.3	The technical-administrative staff of the University provides adequate support for participation in recruitment procedures
1.4	The selection committees assess, besides the applicants' scientific production, the applicants' general experience, taking also into consideration mobility, creativity, scientific independence and professional experience (including knowledge transfer and public engagement activities)	1.4	The judging committees evaluate the overall experience of candidates, taking into account: teaching experience, international experience, originality of the scientific production, scientific independence, professional experience and third mission experience.
1.5	Eligibility criteria encourage the participation of as many applicants as possible	1.5	Admission criteria allow the participation of as many candidates as possible.
1.6	Selection committees are gender-balanced, normally include members from outside the University, are capable and adequately trained for the assessing process		<i>Not included in the 2023 survey</i>

1.7	The selection process is transparent. In particular, information about the assessment evaluations is available for each applicant	1.6	The selection process is transparent
		1.7	Information about the assessment judgment is available for each candidate
1.8	Post-doctoral fellowships enhance the career development and prospects of the recipient(both in universities and in other institutions)	1.8	Post-doctoral positions contribute to professional development and allow the acquisition of valuable experiences for a research career (both in the university and other institutions).
2.1	Researchers are aware of, and enjoy, the fundamental social security rights (sick leaves, maternity/parental leaves, welfare rights and unemployment benefits) pursuant to the national legislation in force	2.1	The University provides an adequate level of information regarding fundamental social security rights, particularly concerning sick leaves, maternity/paternity/parental leaves and welfare rights.
2.3	The University technical and administrative staff provide support and information about the Researchers' fundamental social security rights		
2.2	Working conditions (flexibility, workload, sabbatical leaves opportunities, etc.) are suitable for all career levels, irrespective of the type of contract	2.2	Adequate measures are in place to allow access to forms of work compatible with personal, family, and/or career needs (e.g., flexibility, workload, leaves, sabbatical opportunities).
3.12	Adequate measures to allow the access to working arrangements compatible with personal, family, or career needs (for example: part-time work, leaves, etc.) are currently underway		
2.4	As for the working environment, compliance with the laws and/or the national and/or local legislation concerning health and safety is guaranteed	2.3	Compliance with national and/or local laws and regulations on health and safety is guaranteed in the workplace.
3.1	Our University is sufficiently committed to avoiding discriminations on the basis of gender, age, ethnic origin, religion, sexual orientation, political opinions, social/economic position, language, disability	3.1	Our University pays sufficient attention to preventing discrimination based on gender, age, ethnic origin, religion, sexual orientation, political opinions, social/economic position, language and disability.
3.2	Autonomy and creativity of all Researchers, including the younger ones (PhD candidates, research fellows, or equivalent), are actively encouraged	3.2	Autonomy and creativity of all "Researchers," including the younger ones (Ph.D. students, postdocs, or equivalents), are actively encouraged.
3.3	Gender balance, in terms of equal opportunities, is actively pursued for all hierarchical levels, including the ones which entail supervision and management tasks	3.3	Gender balance, in terms of equal opportunities, is actively pursued at all levels, including those requiring supervision and managerial tasks.
3.4	The working environment is pleasant and		<i>Not included in the 2023 survey</i>

	stimulating		
3.5	Equipment and research facilities provided by the University are appropriate and suitable		<i>Not included in the 2023 survey</i>
3.6	Cooperation opportunities are promoted at local, national, european and international level	3.4	Opportunities for collaboration are promoted in local networks, national networks, european networks, international networks.
3.7	Researchers' participation in decision and communication procedures of the University governing bodies (joint commissions, university course councils, department councils, academic bodies, etc.) is fostered	3.5	The participation of "Researchers" in the decision-making and communication processes of the University (parity committees, degree course boards, departmental councils, academic bodies, etc.) is guaranteed.
3.8	The University Ombudsman (Garante dei Diritti) and/or the University Guarantee Committee (Comitato Unico di Garanzia, CUG) adequately deal with the possible Researchers' complaints concerning alleged infringements of rights and freedom as well as of activities' impartiality, transparency, and decency	3.6	Are you aware that any complaints by "Researchers" regarding alleged limitations of freedoms and rights, as well as impartiality, transparency, and fairness of activities, can be reported to the University Ombudsman, the University Guarantee Committee and the University Whistleblowing Service?
3.9	The disputes between supervisors and younger Researchers are fairly and effectively handled, taking into account the scientific and management dynamics of group work	3.7	Any conflicts between senior researchers and junior researchers are managed fairly and effectively while respecting the scientific and managerial dynamics of teamwork.
3.10	An effective Researchers' assessment is periodically carried out in terms of didactic and/or research activity	3.8	An effective evaluation of "Researchers" is carried out periodically in terms of teaching, research and third mission activities.
3.11	The didactic workload of Researchers, particularly the ones at the beginning of their career, is compatible with the carrying out of their research activity		<i>Not included in the 2023 survey</i>
4.1	Researchers are provided with adequate training for education activities	4.1	Adequate preparation for carrying out teaching activities is guaranteed
4.2	Temporary mobility periods for Researchers and exchange possibilities (geographic, public/private sector) are guaranteed and actively fostered	4.2	Temporary mobility periods between geographic areas and knowledge exchanges with the public and private sector are guaranteed and actively promoted.
4.3	The University clearly specifies strategies and procedures to promote Researchers' career advancement	4.3	The strategies and processes to promote the career progression of "Researchers" are known.
4.4	Supervisors and scientific managers are clearly identified, and provide support and assistance for cultural and professional development during the early stages of Researchers' training and career	4.4	Scientific leaders and supervisors are clearly identified and provide support and assistance regarding the cultural and professional development of "Researchers," especially in the initial stages of training or career.

4.5	Researchers, irrespective of their career status, enjoy the opportunity to keep up to date and improve their competency and knowledge by means of training, workshops, lectures or e-learning activities, both formal and informal		"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to: teaching innovation, scientific writing, scientific communication, open science, european projects writing skills, ethical issues, intellectual and property rights and preparatory activities for business start up.
4.6	Researchers are clearly informed about funding opportunities (University website, focused e-mail communication)	4.7	"Researchers" are informed clearly about funding opportunities through the university web site and newsletters by email.
4.7	Researchers are properly trained about any Intellectual Property Right (IPR) that may arise when performing research activities (annual training courses, meeting with the Departments, etc.)		<i>Not included in the 2023 survey</i>
4.8	Researchers are adequately supported in the definition of the terms of protection of their intellectual property rights through research agreements, research projects, etc		<i>Not included in the 2023 survey</i>
4.9	Researchers are adequately supported in the protection of their intellectual property rights through Patents requests, Brands requests, etc	4.6	"Researchers" are adequately supported by the University in the process of protecting the Industrial Property generated (filing patent applications, plant breeders' rights, trademarks).
	<i>Not included in the 2020 survey</i>	4.8	Activities, tools, and services supporting the Open Access publication of research results are adequately advertised.

SURVEY OUTCOMES

The table below shows the scores for each question:

ID	QUESTION	Completely disagree (A1)	Moderately disagree (A2)	Neither agree nor disagree (A3)	Moderately Agree (A4)	Completely agree (A5)	Average
1.4f	B14[SQ006]. The judging committees evaluate the overall experience of candidates, taking into account: [Third mission activities*]	17,90%	20,00%	32,20%	20,00%	9,90%	2,84
4.3	The strategies and processes to promote the career progression of "Researchers" are known.	16,80%	24,80%	25,00%	22,00%	11,40%	2,86
4.1	Adequate preparation for carrying out teaching activities is guaranteed	16,50%	23,50%	21,60%	24,90%	13,50%	2,95
4.2c	Temporary mobility periods between geographic areas and knowledge exchanges with the private sector	11,20%	20,20%	37,70%	22,30%	8,60%	2,97
2.1c	C21[SQ003]. The University provides an adequate level of information regarding fundamental social security rights, particularly concerning welfare rights.	15,30%	19,70%	30,90%	20,40%	13,70%	2,98
4.2b	Temporary mobility periods between geographic areas and knowledge exchanges with the public sector	10,40%	20,30%	38,20%	22,60%	8,50%	2,99

3.8c	D38[SQ003]. An effective evaluation of "Researchers" is carried out periodically in terms of third mission activities.	11,40%	14,90%	38,80%	21,90%	13,20%	3,11
4.5f	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to ethical issues	8,40%	16,50%	41,40%	22,40%	11,40%	3,12
3.7	D37. Any conflicts between senior researchers and junior researchers are managed fairly and effectively while respecting the scientific and managerial dynamics of teamwork.	8,30%	13,60%	46,80%	19,20%	12,10%	3,13
2.1a	C21[SQ001]. The University provides an adequate level of information regarding fundamental social security rights, particularly concerning sick leaves	12,70%	17,60%	30,50%	22,00%	17,30%	3,14
2.2	C22. Adequate measures are in place to allow access to forms of work compatible with personal, family, and/or career needs (e.g., flexibility, workload, leaves, sabbatical opportunities).	10,10%	18,90%	31,80%	24,90%	14,30%	3,14
4.2a	Temporary mobility periods between geographic areas are guaranteed and actively promoted.	9,80%	17,70%	30,40%	28,30%	13,80%	3,19
1.1a	The positions available at each level are adequately advertised at international level	7,90%	16,10%	38,90%	24,00%	13,20%	3,19
2.1b	The University provides an adequate level of information regarding fundamental social security rights, particularly concerning maternity/paternity/parental leaves	11,60%	15,10%	33,70%	21,90%	17,70%	3,19

3.2	D32. Autonomy and creativity of all "Researchers," including the younger ones (Ph.D. students, postdocs, or equivalents), are actively encouraged.	10,30%	21,00%	20,00%	32,00%	16,70%	3,24
4.5d	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to: open science	6,70%	13,90%	40,70%	26,20%	12,50%	3,24
4.6	"Researchers" are adequately supported by the University in the process of protecting the Industrial Property generated (filing patent applications, plant breeders' rights, trademarks).	6,20%	9,90%	52,00%	17,20%	14,70%	3,24
4.5h	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to preparatory activities for business start up.	6,70%	13,20%	37,60%	27,60%	14,90%	3,31
4.5e	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to european projects writing skills	6,50%	15,00%	32,60%	31,40%	14,50%	3,32
4.5a	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to: teaching innovation	8,30%	16,00%	26,50%	31,40%	17,90%	3,35
4.5g	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to intellectual and property rights	6,00%	12,50%	36,90%	29,50%	15,10%	3,35

1.4a	The judging committees evaluate the overall experience of candidates, taking into account: teaching experience	13,80%	15,10%	16,40%	28,90%	25,80%	3,38
4.8	Activities, tools, and services supporting the Open Access publication of research results are adequately advertised.	5,40%	15,90%	29,00%	34,30%	15,40%	3,38
1.5	Admission criteria allow the participation of as many candidates as possible.	8,10%	15,30%	27,10%	29,20%	20,40%	3,39
4.7a	"Researchers" are informed clearly about funding opportunities through the university web site	6,60%	14,90%	28,30%	32,80%	17,40%	3,40
4.5b	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to scientific writing	5,90%	15,30%	28,10%	34,00%	16,70%	3,40
3.5	The participation of "Researchers" in the decision-making and communication processes of the University (parity committees, degree course boards, departmental councils, academic bodies, etc.) is guaranteed.	8,90%	14,70%	25,70%	27,90%	22,70%	3,41
4.5c	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to scientific communication	6,00%	14,80%	27,90%	34,20%	17,20%	3,42
3.8a	An effective evaluation of "Researchers" is carried out periodically in terms of teaching activities.	10,60%	14,90%	20,40%	28,70%	25,50%	3,44

1.1b	The positions available at each level are adequately advertised at national level	6,60%	15,30%	26,90%	29,10%	22,00%	3,44
4.4	Scientific leaders and supervisors are clearly identified and provide support and assistance regarding the cultural and professional development of "Researchers," especially in the initial stages of training or career.	8,80%	14,70%	21,60%	32,70%	22,20%	3,45
3.3	Gender balance, in terms of equal opportunities, is actively pursued at all levels, including those requiring supervision and managerial tasks.	7,50%	16,10%	24,30%	27,30%	24,80%	3,46
1.4e	The judging committees evaluate the overall experience of candidates, taking into account professional experience	10,40%	12,70%	22,10%	29,90%	24,90%	3,46
1.6	The selection process is transparent	10,20%	14,00%	19,20%	30,00%	26,60%	3,49
1.7	Information about the assessment judgment is available for each candidate	7,50%	15,10%	21,50%	31,60%	24,30%	3,50
3.8b	An effective evaluation of "Researchers" is carried out periodically in terms of research activities.	7,70%	12,10%	24,90%	30,90%	24,40%	3,52
3.4d	Opportunities for collaboration are promoted in international networks.	5,70%	12,10%	26,40%	32,50%	23,20%	3,55

2.3	Compliance with national and/or local laws and regulations on health and safety is guaranteed in the workplace.	8,10%	13,90%	18,40%	32,90%	26,70%	3,56
1.4d	The judging committees evaluate the overall experience of candidates, taking into account scientific independence	9,20%	12,20%	19,00%	29,80%	29,90%	3,59
3.1b	Our University pays sufficient attention to preventing discrimination based on age	7,00%	12,60%	23,70%	26,30%	30,50%	3,61
3.4a	Opportunities for collaboration are promoted in local networks	5,10%	11,10%	25,00%	34,50%	24,30%	3,62
1.1c	The positions available at each level are adequately advertised at local level	6,20%	13,50%	20,90%	30,30%	29,10%	3,63
3.4c	Opportunities for collaboration are promoted in european networks	4,90%	10,70%	25,30%	33,00%	26,10%	3,65
3.4b	Opportunities for collaboration are promoted in national networks	4,30%	11,00%	24,70%	35,50%	24,50%	3,65
4.7b	"Researchers" are informed clearly about funding opportunities through newsletters by email.	5,60%	10,40%	19,50%	35,20%	29,30%	3,72
1.3	The technical-administrative staff of the University provides adequate support for participation in recruitment procedures	5,50%	10,90%	19,90%	33,20%	30,50%	3,72

1.2	Selection procedures are easy to understand for the candidate (with announcements specifying selection criteria, the number of available positions, and being open for a reasonable period)	4,40%	13,10%	14,70%	39,80%	28,00%	3,74
3.1h	Our University pays sufficient attention to preventing discrimination based on language	4,80%	8,30%	27,00%	25,70%	34,10%	3,76
1.8	Post-doctoral positions contribute to professional development and allow the acquisition of valuable experiences for a research career (both in the university and other institutions).	4,10%	9,40%	21,60%	33,60%	31,30%	3,79
3.1g	Our University pays sufficient attention to preventing discrimination based on social/economic position	4,90%	8,70%	26,00%	23,40%	37,10%	3,79
1.4b	The judging committees evaluate the overall experience of candidates, taking into account international experience	6,10%	9,60%	15,40%	35,20%	33,70%	3,81
3.1i	Our University pays sufficient attention to preventing discrimination based on disability.	3,60%	6,10%	29,00%	25,40%	35,90%	3,84
3.1a	Our University pays sufficient attention to preventing discrimination based on gender	5,50%	9,90%	18,10%	27,30%	39,20%	3,85
3.1f	Our University pays sufficient attention to preventing discrimination based on political opinions	3,60%	5,40%	29,30%	22,90%	38,70%	3,87

1.4c	The judging committees evaluate the overall experience of candidates, taking into account originality of the scientific production	6,60%	8,70%	13,20%	30,10%	41,40%	3,91
3.1c	Our University pays sufficient attention to preventing discrimination based on ethnic origin	2,50%	3,80%	26,20%	24,80%	42,70%	4,01
3.1e	Our University pays sufficient attention to preventing discrimination based on sexual orientation	2,50%	3,70%	25,40%	22,20%	46,10%	4,05
3.1d	Our University pays sufficient attention to preventing discrimination based on religion	2,10%	2,30%	26,90%	22,30%	46,30%	4,08

By relating the level of agreement recorded for each question and the priority assigned to each question by the participants, the following questions, characterized by low level of agreement and high priority assigned, are identified as the main potential areas of intervention:

ID	QUESTION	Completely disagree (A1)	Moderately disagree (A2)	Neither agree nor disagree (A3)	Moderately Agree	Completely agree	Average	Agreement vs. Priority
4.3	The strategies and processes to promote the career progression of "Researchers" are known.	16,80%	24,80%	25,00%	22,00%	11,40%	2,86	Low Agreement and High Priority
2.1c	The University provides an adequate level of information regarding fundamental social security rights, particularly concerning welfare rights.	15,30%	19,70%	30,90%	20,40%	13,70%	2,98	Low Agreement and High Priority
4.5f	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to ethical issues	8,40%	16,50%	41,40%	22,40%	11,40%	3,12	Low Agreement and High Priority
2.1a	The University provides an adequate level of information regarding fundamental social security rights, particularly concerning sick leaves	12,70%	17,60%	30,50%	22,00%	17,30%	3,14	Low Agreement and High Priority
2.2	Adequate measures are in place to allow access to forms of work compatible with personal, family, and/or career needs (e.g., flexibility, workload, leaves, sabbatical opportunities).	10,10%	18,90%	31,80%	24,90%	14,30%	3,14	Low Agreement and High Priority
2.1b	The University provides an adequate level of information regarding fundamental social security rights, particularly concerning maternity/paternity/parental leaves	11,60%	15,10%	33,70%	21,90%	17,70%	3,19	Low Agreement and High Priority
3.2	D32. Autonomy and creativity of all "Researchers," including the younger ones (Ph.D. students, postdocs, or equivalents), are actively encouraged.	10,30%	21,00%	20,00%	32,00%	16,70%	3,24	Low Agreement and High Priority
4.5d	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to: open science	6,70%	13,90%	40,70%	26,20%	12,50%	3,24	Low Agreement and High Priority
4.5h	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to preparatory activities for business start up.	6,70%	13,20%	37,60%	27,60%	14,90%	3,31	Low Agreement and High Priority
4.5e	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to european projects writing skills	6,50%	15,00%	32,60%	31,40%	14,50%	3,32	Low Agreement and High Priority
4.5g	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to intellectual and property rights	6,00%	12,50%	36,90%	29,50%	15,10%	3,35	Low Agreement and High Priority
4.5c	"Researchers" at all career levels have the opportunity to update and expand their knowledge and skills through training activities related to scientific communication	6,00%	14,80%	27,90%	34,20%	17,20%	3,42	Low Agreement and High Priority

in addition to these areas of intervention, the outcomes of the “Gap Analysis” conducted at the level of University regulations, procedures and practices shows the potential need for intervention in the following questions as well:

ID	QUESTION	Completely disagree (A1)	Moderately disagree (A2)	Neither agree nor disagree (A3)	Moderately Agree	Completely agree	Average	Agreement vs. Priority
3.8c	An effective evaluation of "Researchers" is carried out periodically in terms of third mission activities.	11,40%	14,90%	38,80%	21,90%	13,20%	3,11	Low Agreement and Low Priority
3.7	Any conflicts between senior researchers and junior researchers are managed fairly and effectively while respecting the scientific and managerial dynamics of teamwork.	8,30%	13,60%	46,80%	19,20%	12,10%	3,13	Low Agreement and Low Priority
1.1a	The positions available at each level are adequately advertised at international level	7,90%	16,10%	38,90%	24,00%	13,20%	3,19	Low Agreement and Low Priority
4.8	Activities, tools, and services supporting the Open Access publication of research results are adequately advertised.	5,40%	15,90%	29,00%	34,30%	15,40%	3,38	Low Agreement and Low Priority
3.8a	An effective evaluation of "Researchers" is carried out periodically in terms of teaching activities.	10,60%	14,90%	20,40%	28,70%	25,50%	3,44	Low Agreement and Low Priority
4.4	Scientific leaders and supervisors are clearly identified and provide support and assistance regarding the cultural and professional development of "Researchers," especially in the initial stages of training or career.	8,80%	14,70%	21,60%	32,70%	22,20%	3,45	Low Agreement and Low Priority



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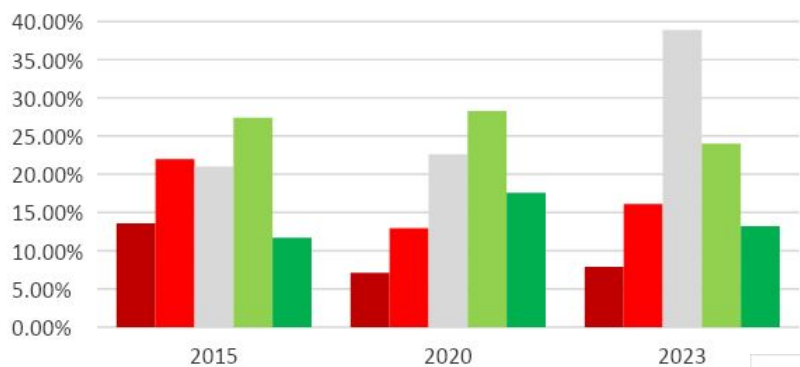


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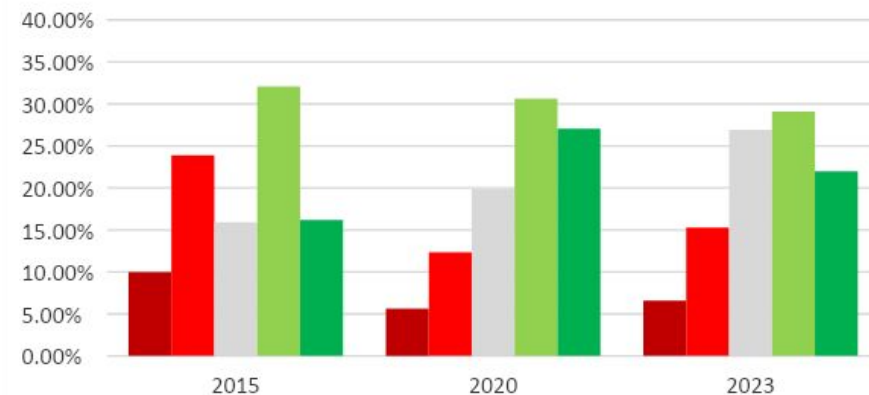
Section 1 Recruitment

Quesito 1.1: Le posizioni disponibili ad ogni livello sono adeguatamente pubblicizzate a livello internazionale, nazionale e locale

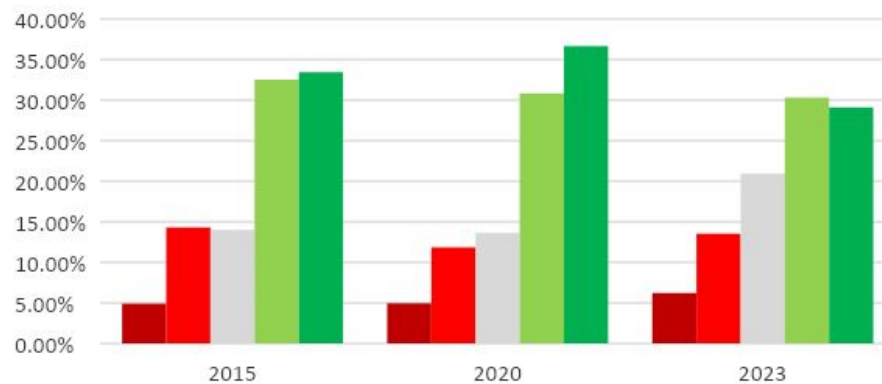
Quesito 1.1a: Le posizioni disponibili ad ogni livello di carriera sono adeguatamente pubblicizzate a livello internazionale



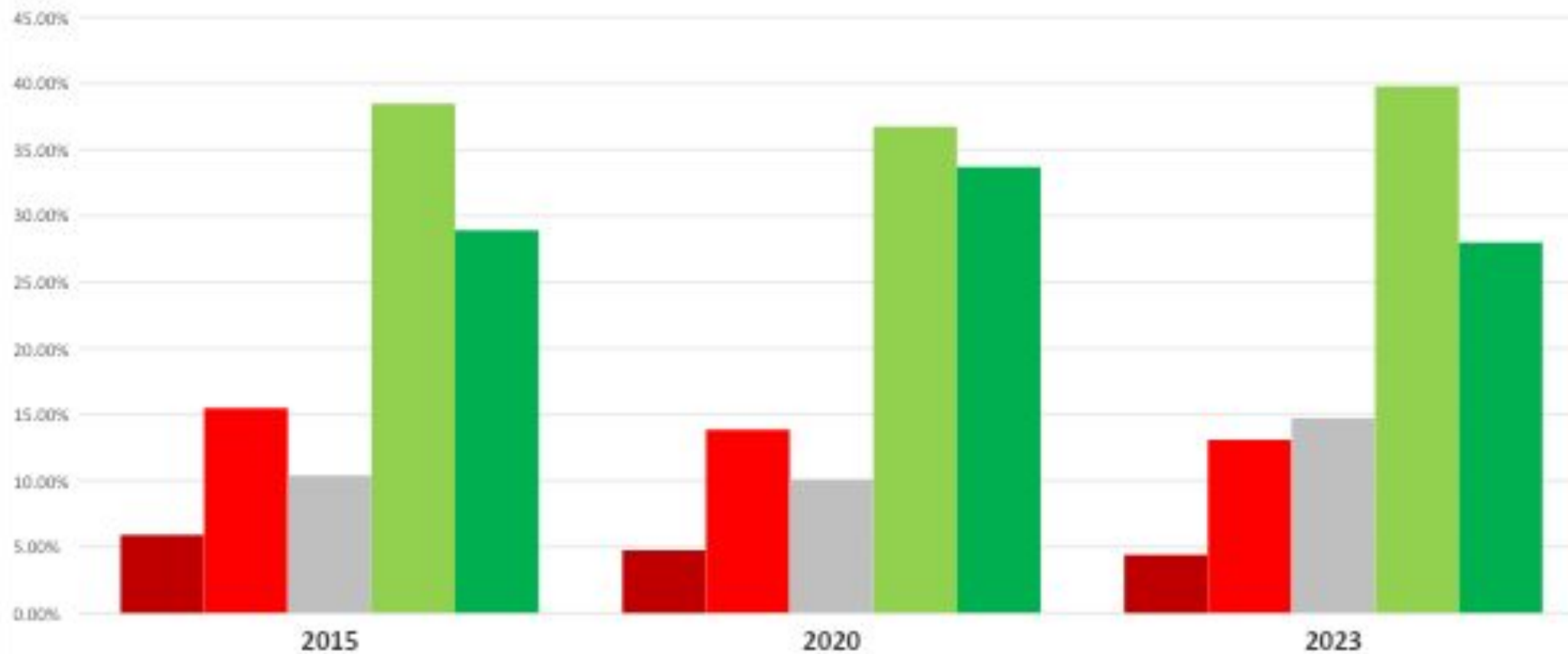
Quesito 1.1b: Le posizioni disponibili ad ogni livello di carriera sono adeguatamente pubblicizzate a livello nazionale



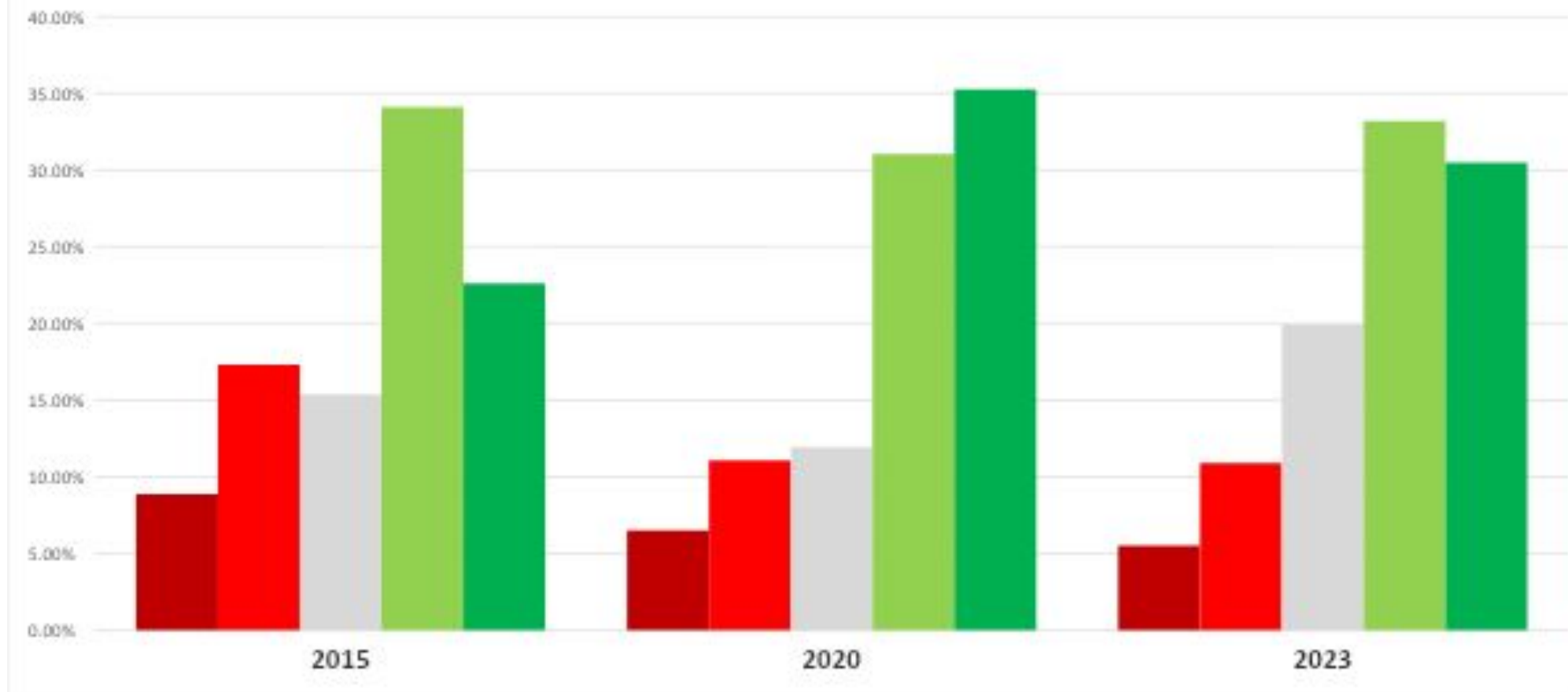
Quesito 1.1c: Le posizioni disponibili ad ogni livello di carriera sono adeguatamente pubblicizzate a livello locale



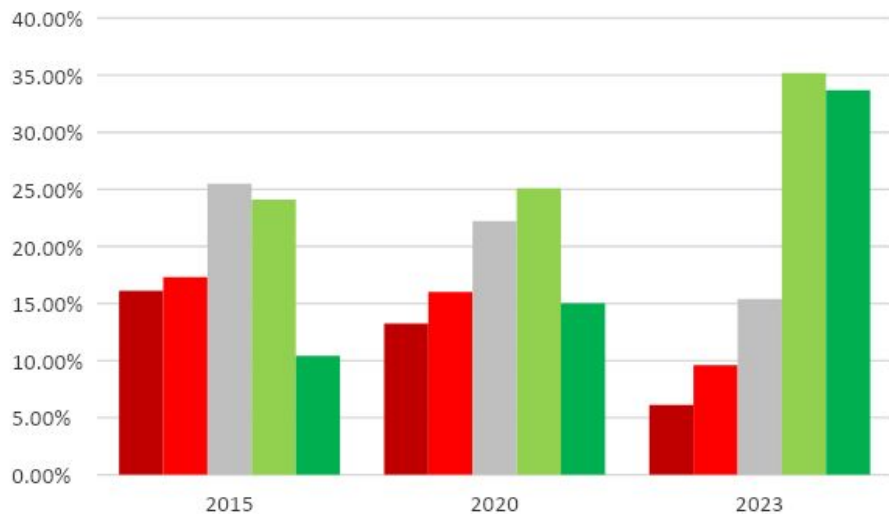
Quesito 1.2: Le modalità di selezione sono di facile comprensione per il candidato (i bandi specificano criteri selettivi, numero di posti disponibili e sono aperti per un intervallo di tempo ragionevole)



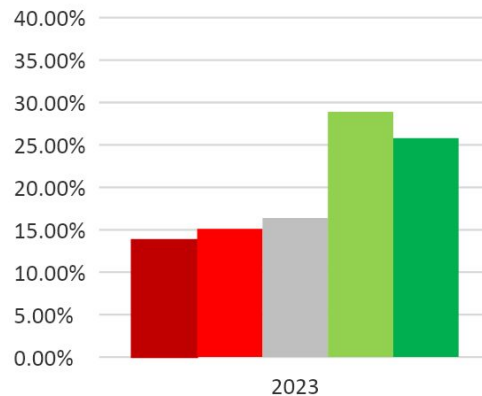
Quesito 1.3: Il personale tecnico-amministrativo dell'Università fornisce un supporto adeguato alla partecipazione alle procedure di reclutamento



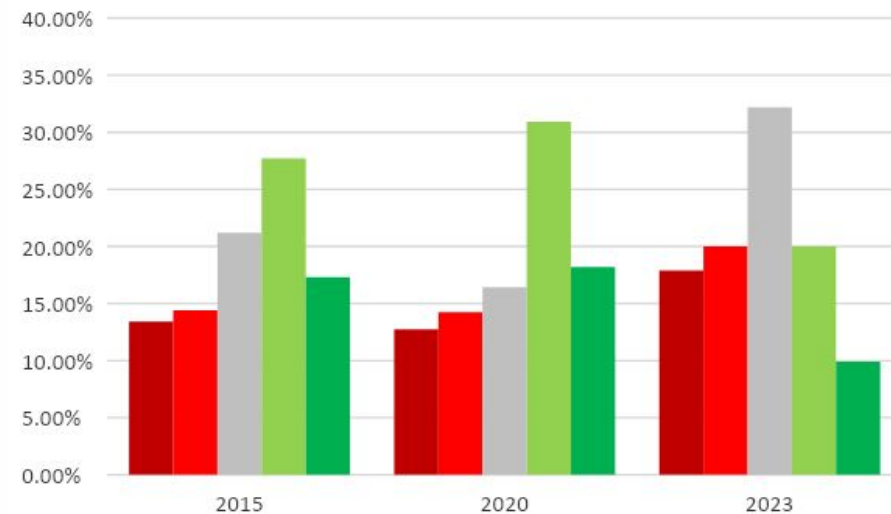
Quesito 1.4a Le commissioni giudicatrici valutano l'esperienza complessiva dei candidati prendendo in considerazione: [Esperienze internazionali]



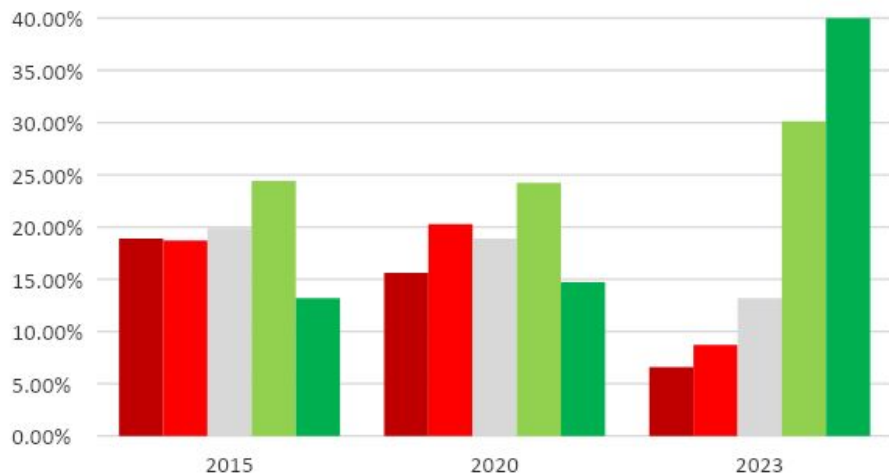
B14[SQ001]. Le commissioni giudicatrici valutano l'esperienza complessiva dei candidati prendendo in considerazione: [Esperienze didattiche]



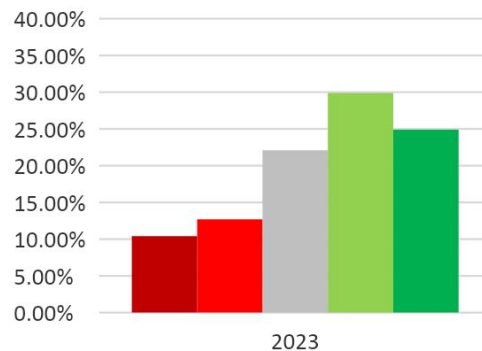
Quesito 1.4d Le commissioni giudicatrici valutano l'esperienza complessiva dei candidati prendendo in considerazione: [Attività di terza missione *]



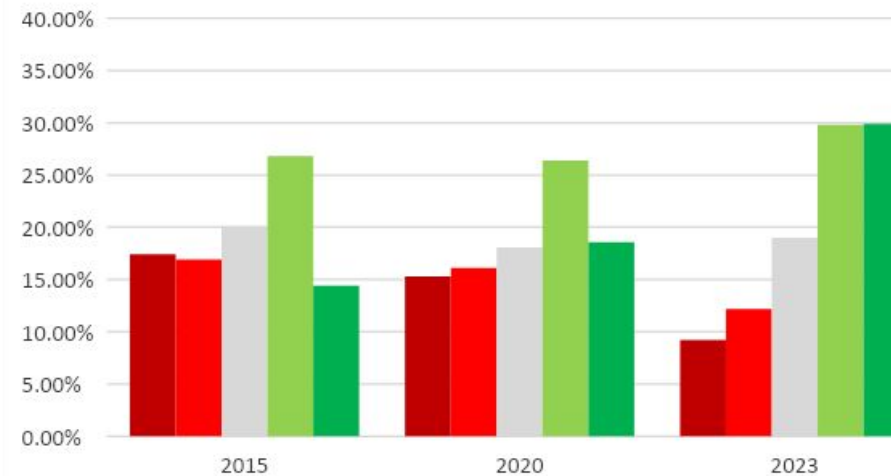
1.4b Le commissioni giudicatrici valutano l'esperienza complessiva dei candidati prendendo in considerazione: Creatività/[Originalità della produzione scientifica]



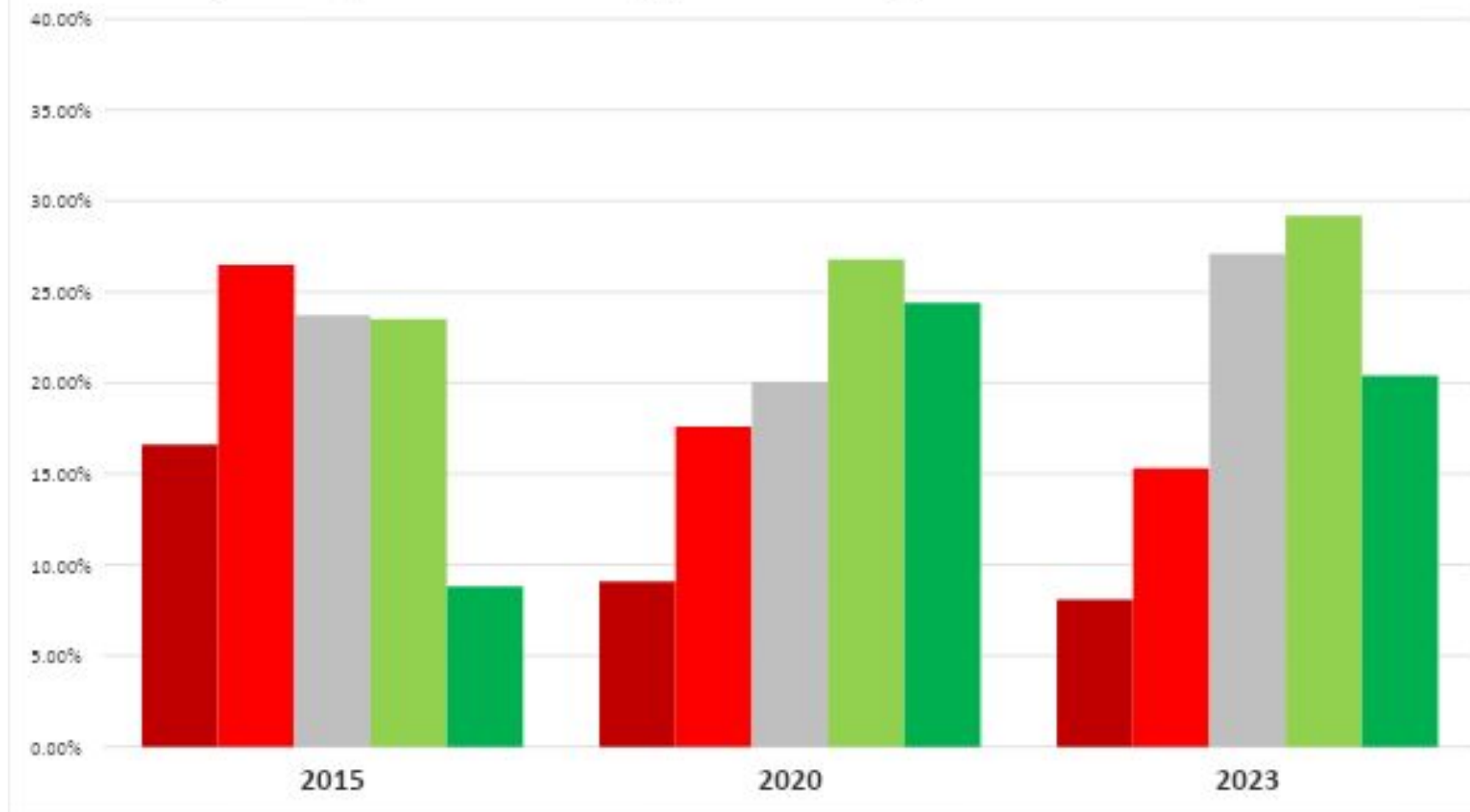
B14[SQ005]. Le commissioni giudicatrici valutano l'esperienza complessiva dei candidati prendendo in considerazione: [Esperienza professionale]



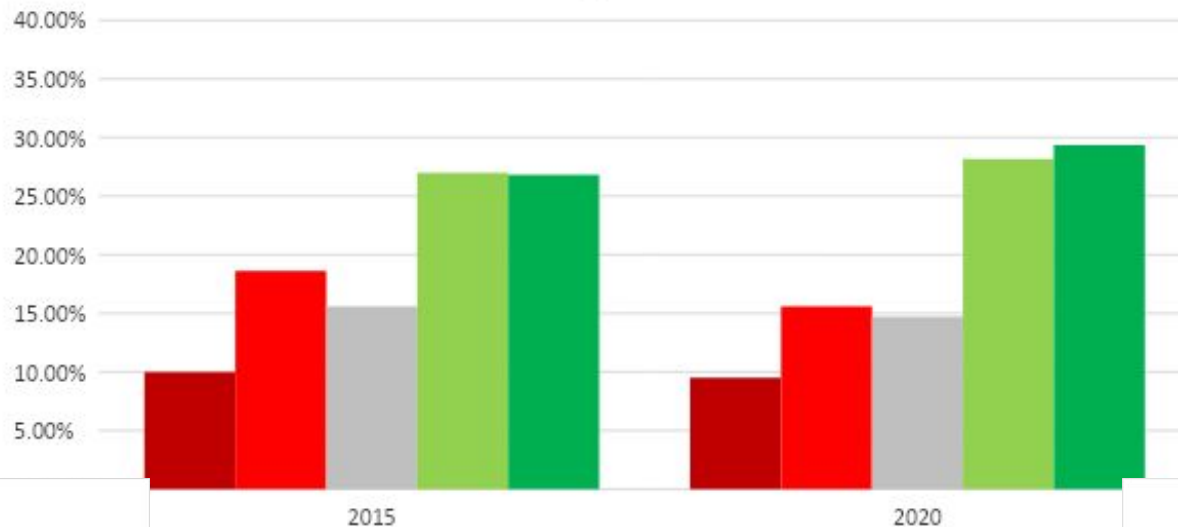
Quesito 1.4c. Le commissioni giudicatrici valutano l'esperienza complessiva dei candidati prendendo in considerazione: Indipendenza/[Autonomia scientifica]



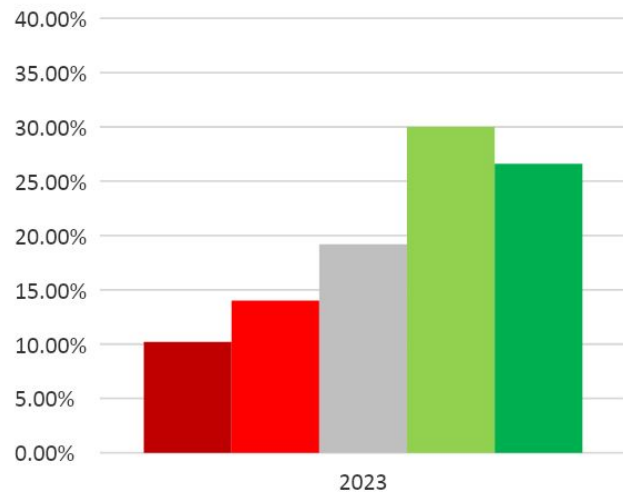
Quesito 1.5 I criteri di ammissione consentono la partecipazione del maggior numero possibile di candidati



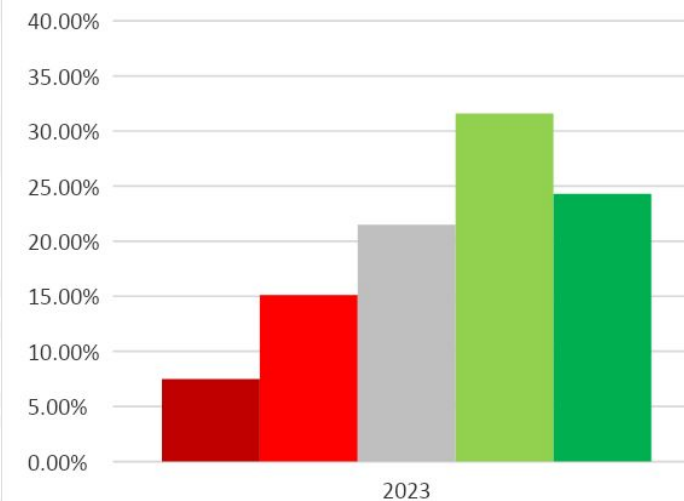
Quesito 1.7 Il processo di selezione è trasparente. In particolare, per ciascun candidato, sono disponibili informazioni sul giudizio valutativo



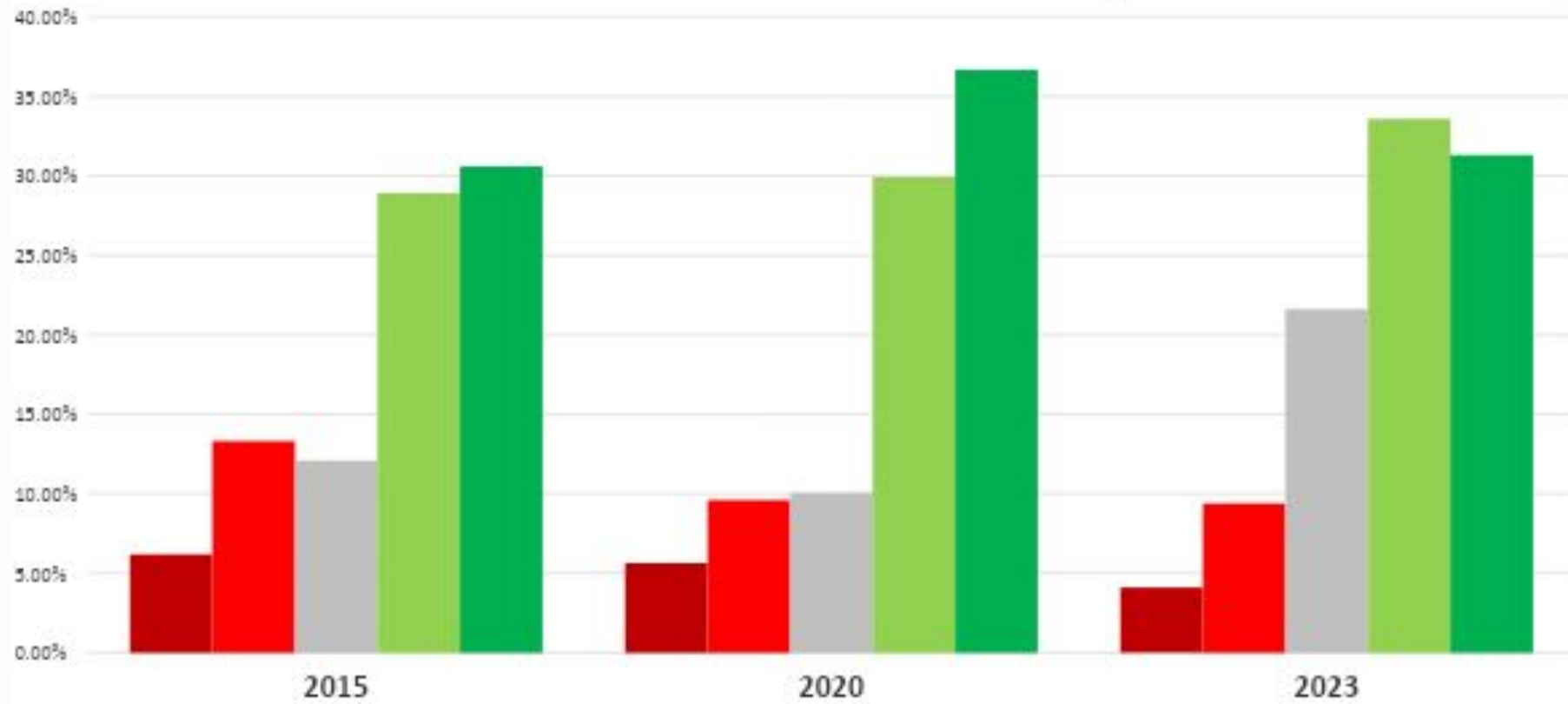
2023 - Quesito 1.6 Il processo di selezione è trasparente



2023 - Quesito 1.7 Per ciascun candidato sono disponibili informazioni sul giudizio valutativo



Quesito 1.8 Le posizioni post-dottorali contribuiscono alla formazione professionale e permettono l'acquisizione di esperienze utili per una carriera in ricerca [sia in ambito universitario sia in altre istituzioni]





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DEGLI STUDI
FIRENZE

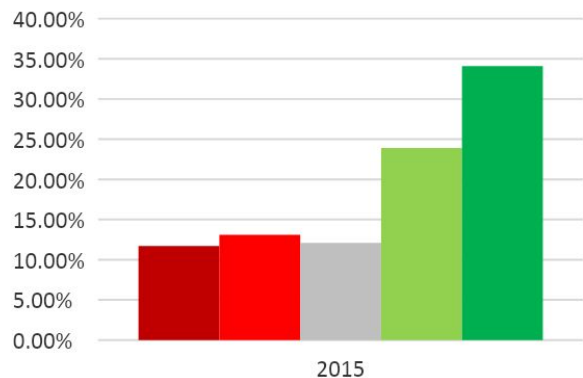


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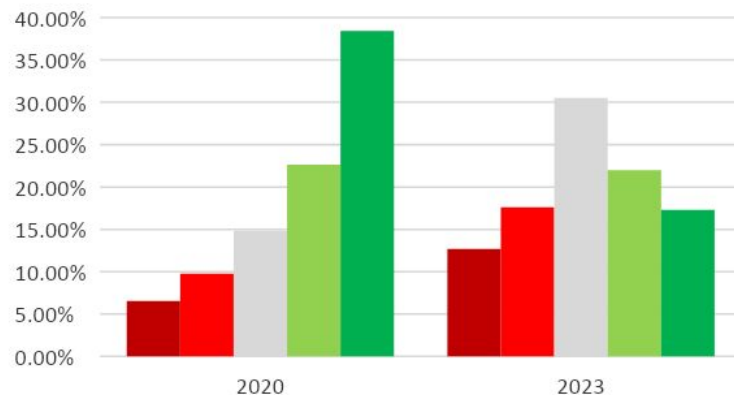
Section II

Working Conditions and Social Security

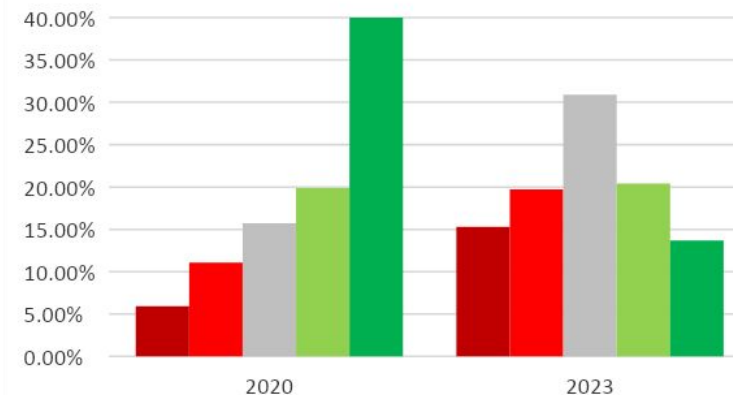
Quesito 2.1 I "Ricercatori" sono consapevoli e godono dei fondamentali diritti di sicurezza sociale (congedi per malattia, congedi di maternità/parentali, diritto previdenziale e sussidi di disoccupazione), secondo la vigente normativa nazionale



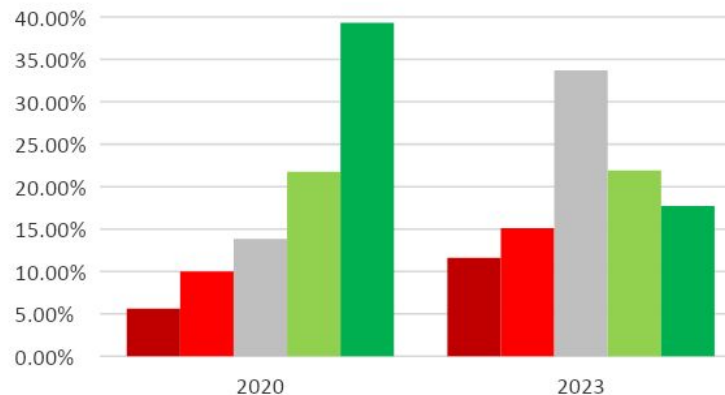
Quesito 2.1a L'Ateneo fornisce un adeguato livello di informazione in merito ai fondamentali diritti di sicurezza sociale in particolare relativamente a: [Congedi per malattia]



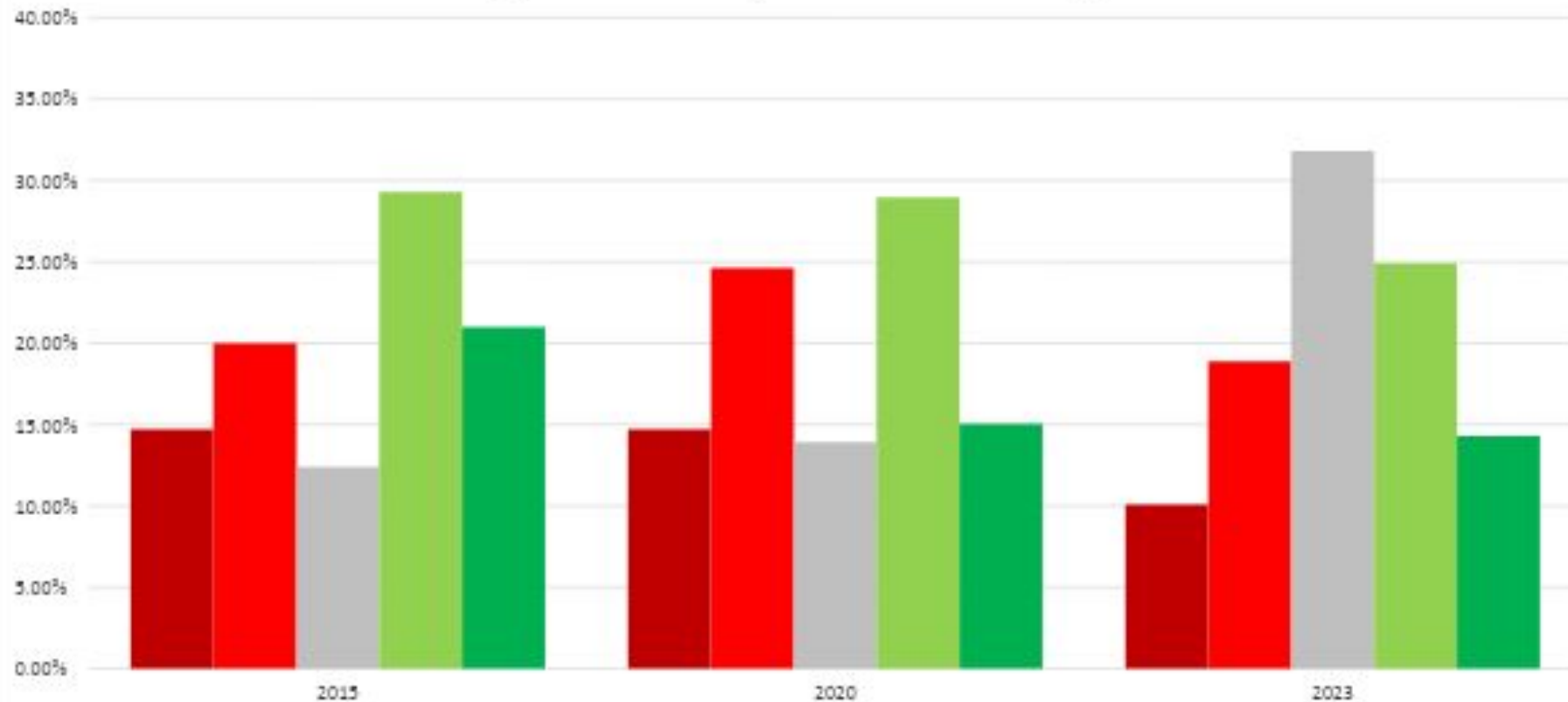
Quesito 2.1c L'Ateneo fornisce un adeguato livello di informazione in merito ai fondamentali diritti di sicurezza sociale in particolare relativamente a: [Diritti previdenziali]



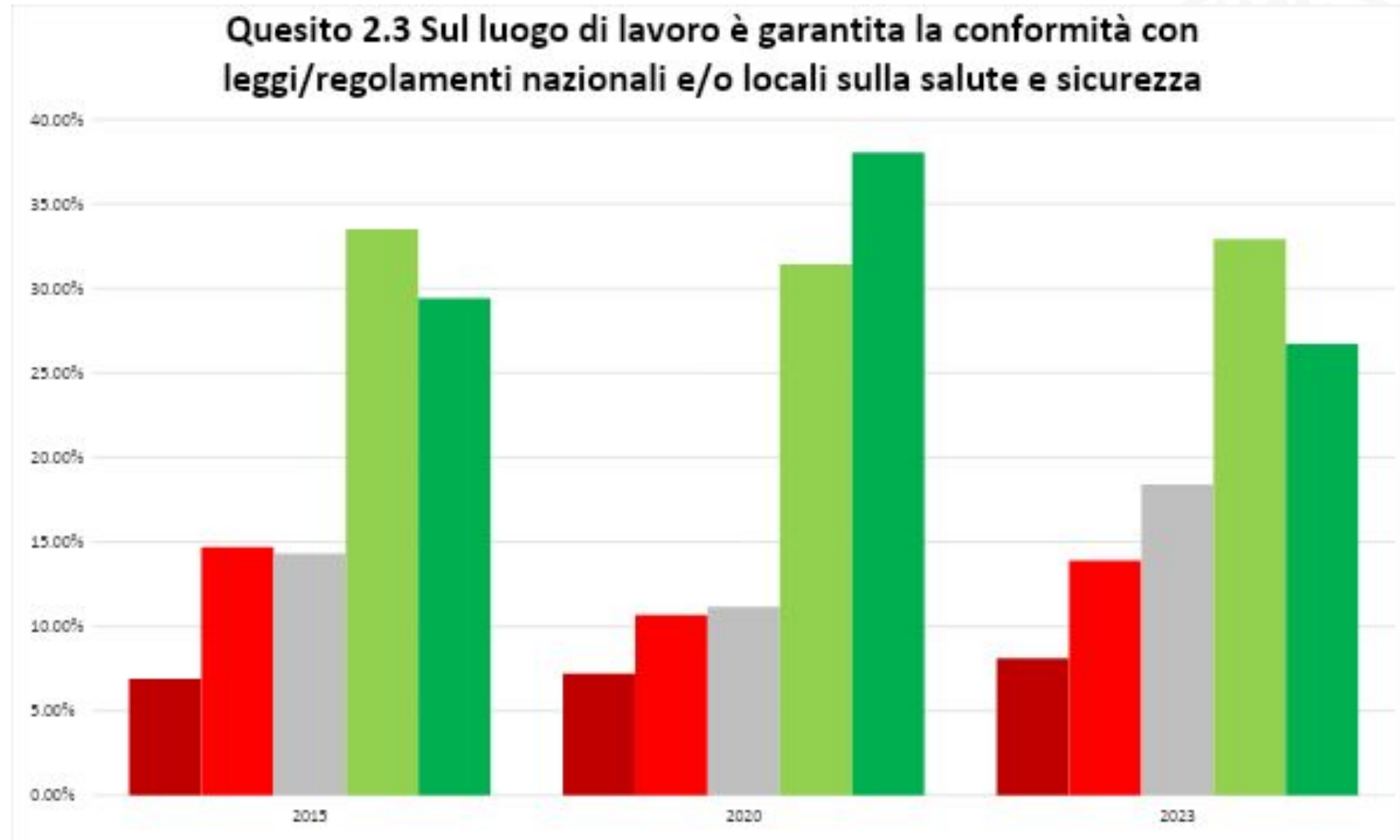
C2.1b L'Ateneo fornisce un adeguato livello di informazione in merito ai fondamentali diritti di sicurezza sociale in particolare relativamente a: [Congedi di maternità / paternità / parentali]



**Quesito 2.2 Sono in atto misure adeguate che permettono
l'accesso a forme di lavoro compatibili con esigenze personali
familiari e/o di carriera [per es: flessibilità carico di lavoro congedi
possibilità di periodi sabbatici]**



Quesito 2.3 Sul luogo di lavoro è garantita la conformità con leggi/regolamenti nazionali e/o locali sulla salute e sicurezza

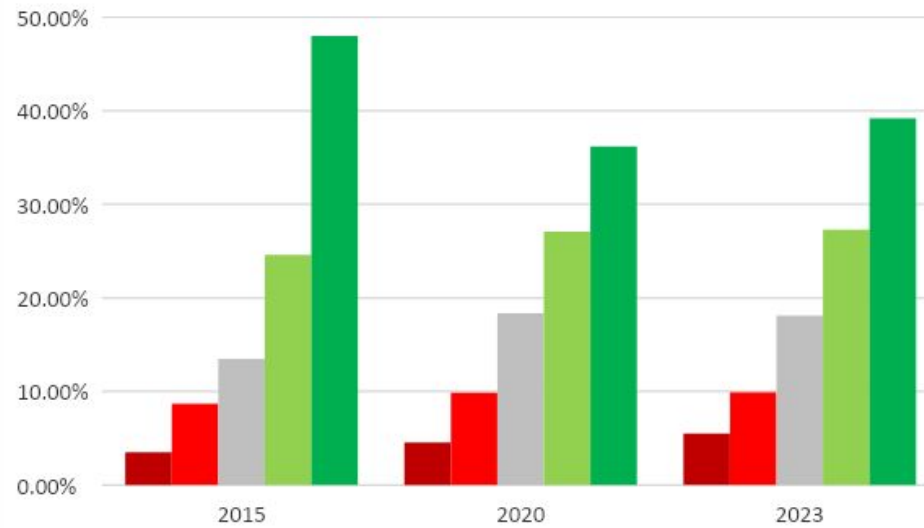




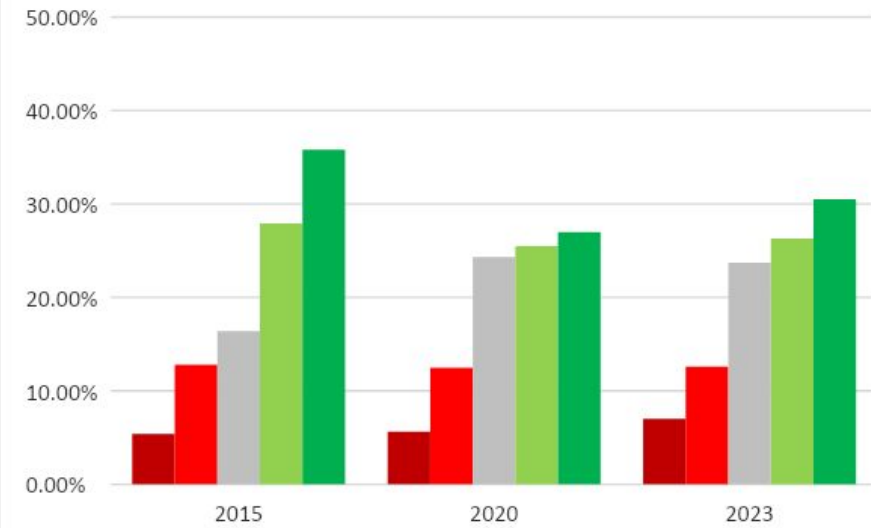
Section III

Professional Recognition, Non-Discrimination, Research Environment

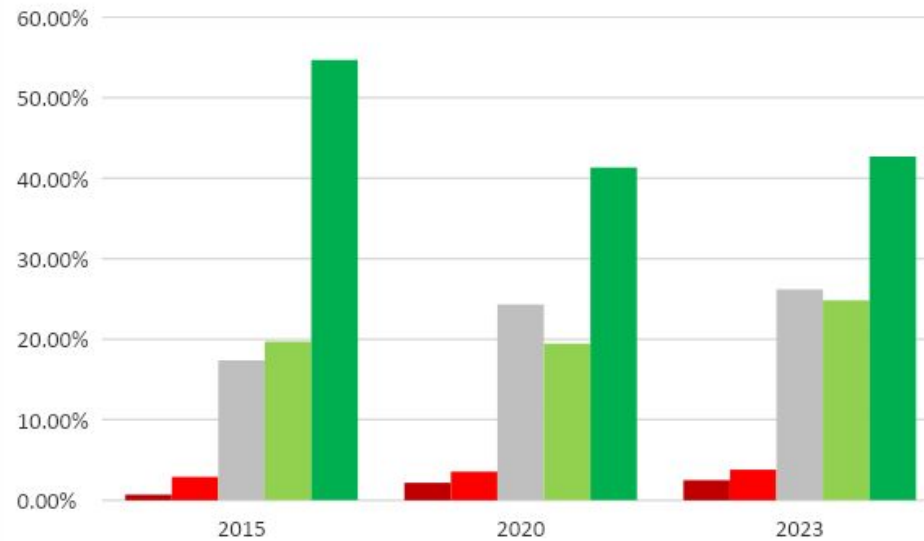
Quesito 3.1 Il nostro Ateneo presta sufficiente attenzione a prevenire discriminazioni di: [Genere]



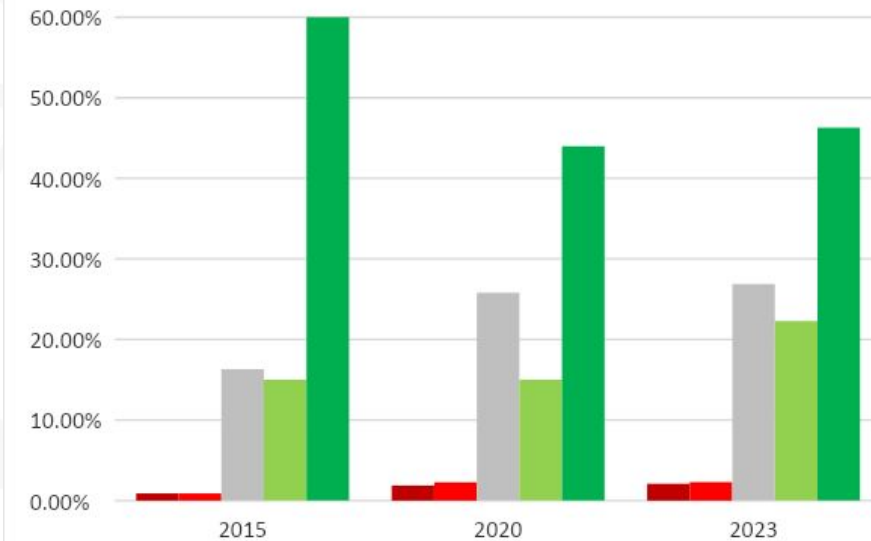
Quesito 3.1b Il nostro Ateneo presta sufficiente attenzione a prevenire discriminazioni di: [Età]



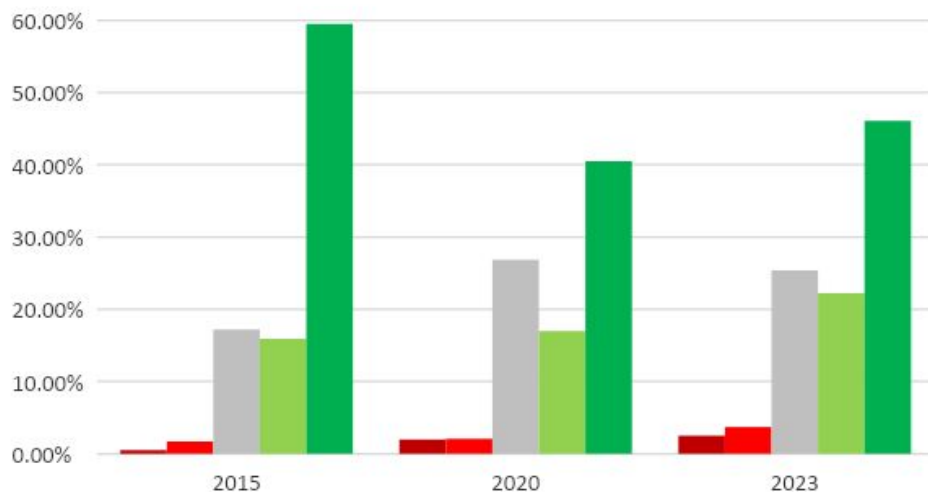
Quesito 3.1c Il nostro Ateneo presta sufficiente attenzione a prevenire discriminazioni di: [Origine etnica]



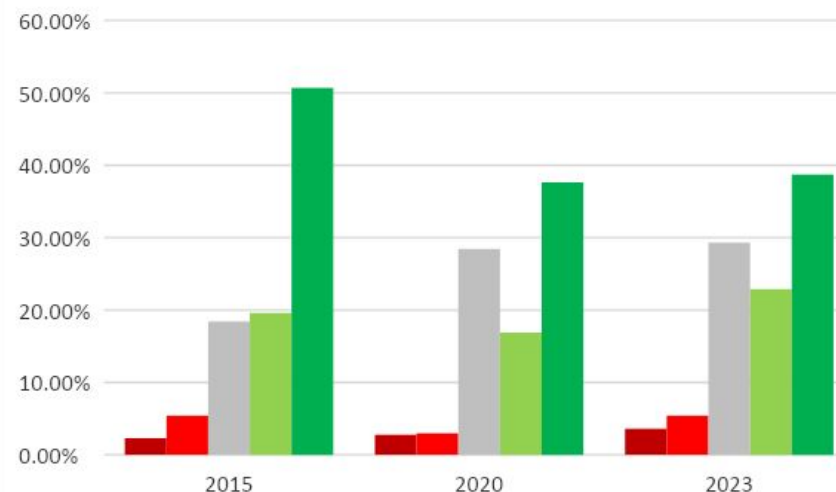
Quesito 3.1d Il nostro Ateneo presta sufficiente attenzione a prevenire discriminazioni di: [Religione]



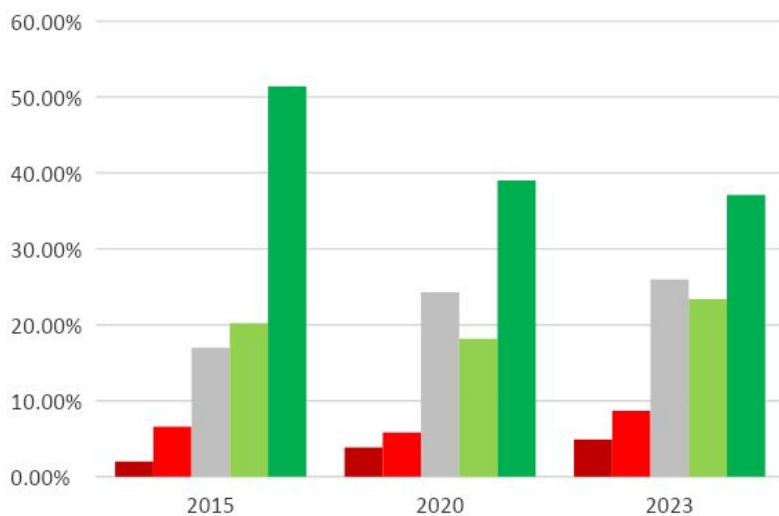
Quesito 3.1e Il nostro Ateneo presta sufficiente attenzione a prevenire discriminazioni di: [Orientamento sessuale]



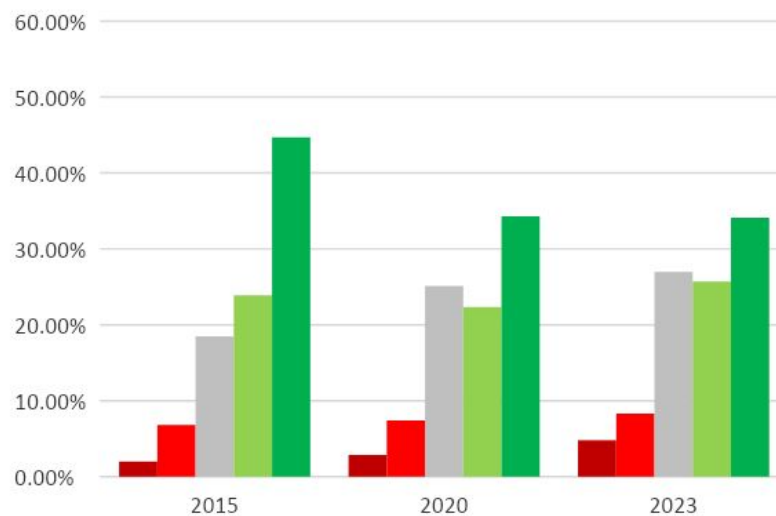
Quesito 3.1f Il nostro Ateneo presta sufficiente attenzione a prevenire discriminazioni di: [Opinioni politiche]



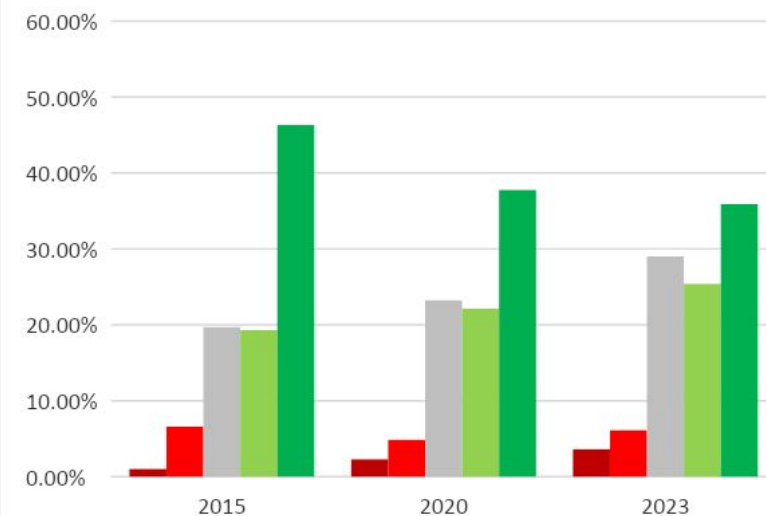
Quesito 3.1g Il nostro Ateneo presta sufficiente attenzione a prevenire discriminazioni di: [Condizioni sociali/economiche]



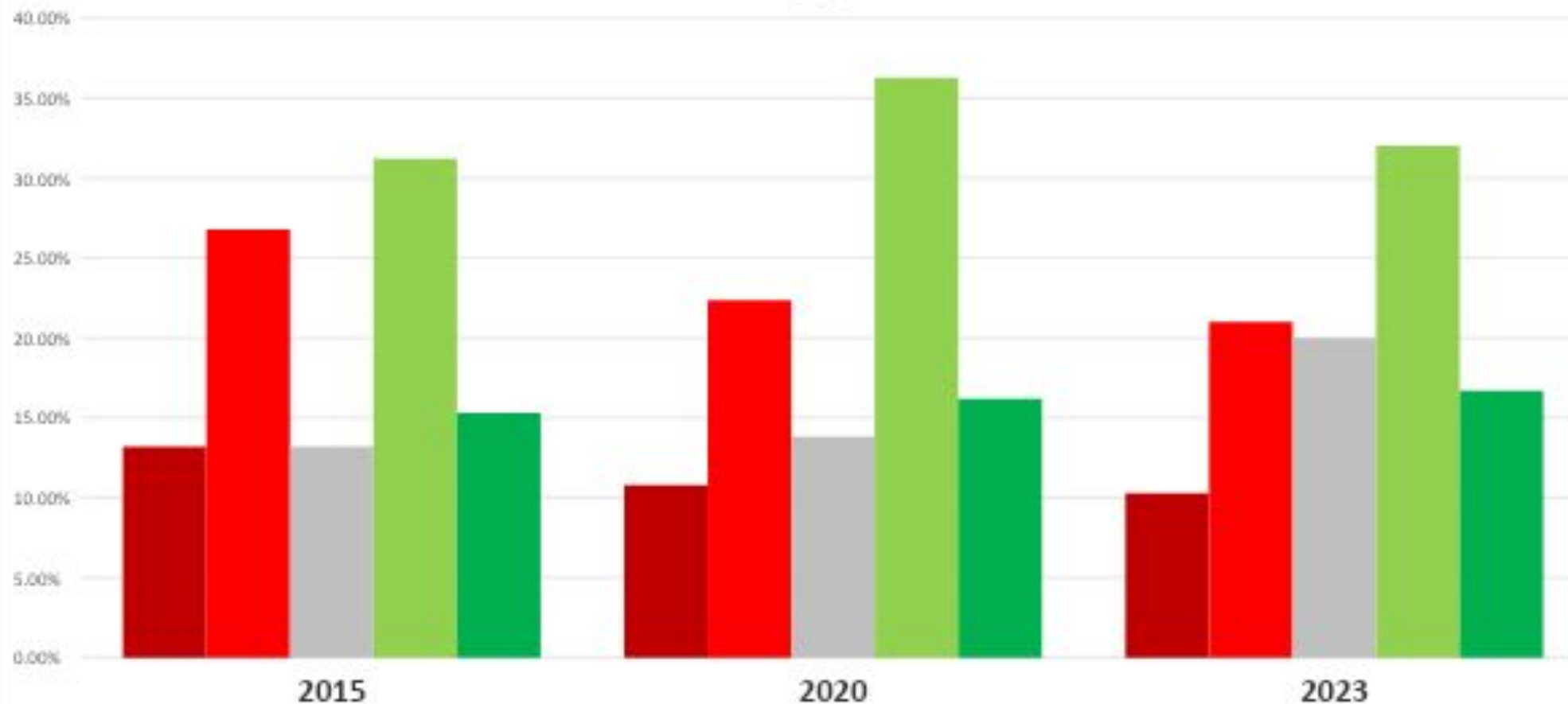
Quesito 3.1h Il nostro Ateneo presta sufficiente attenzione a prevenire discriminazioni di: [Lingua]



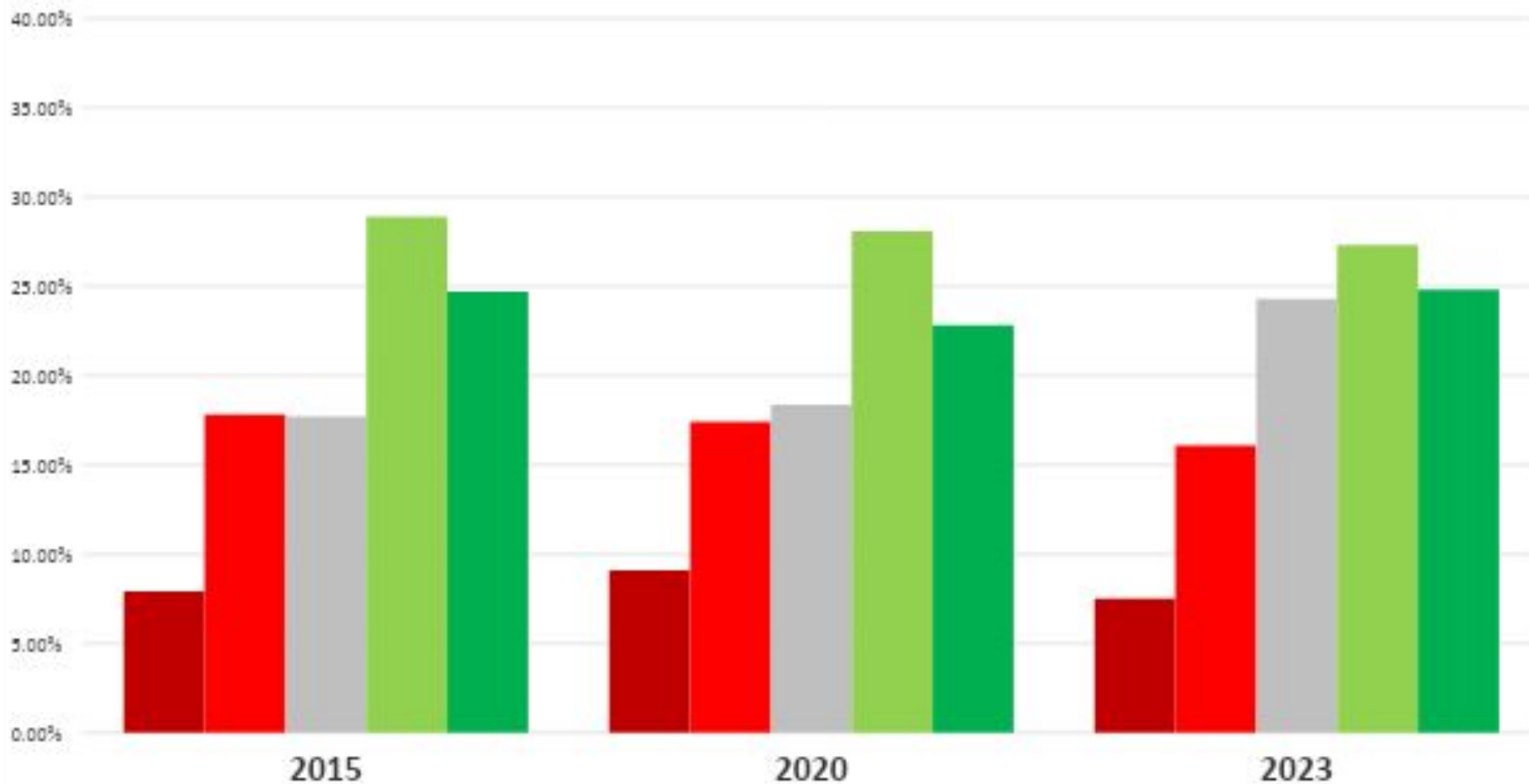
Quesito 3.1i Il nostro Ateneo presta sufficiente attenzione a prevenire discriminazioni di: [Disabilità]



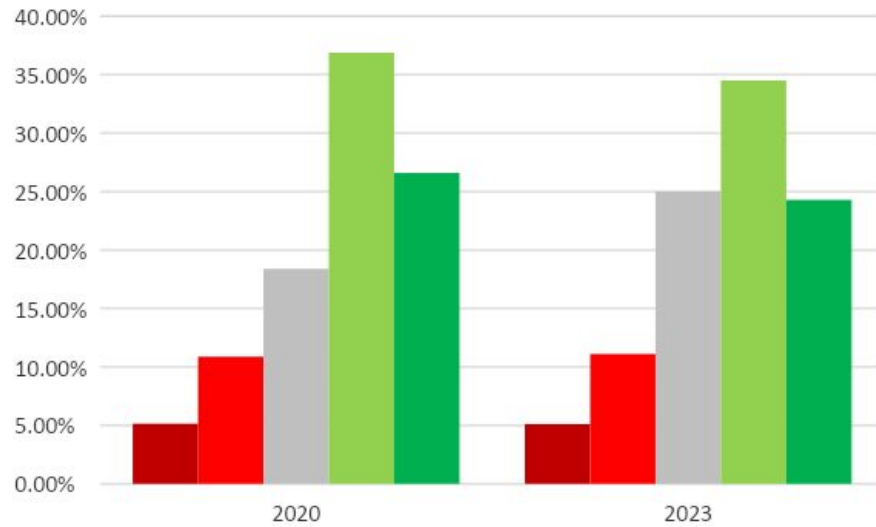
Quesito 3.2 L'autonomia e la creatività di tutti i "Ricercatori" compresi i più giovani [dottorandi assegnisti o equivalenti] sono attivamente incoraggiate



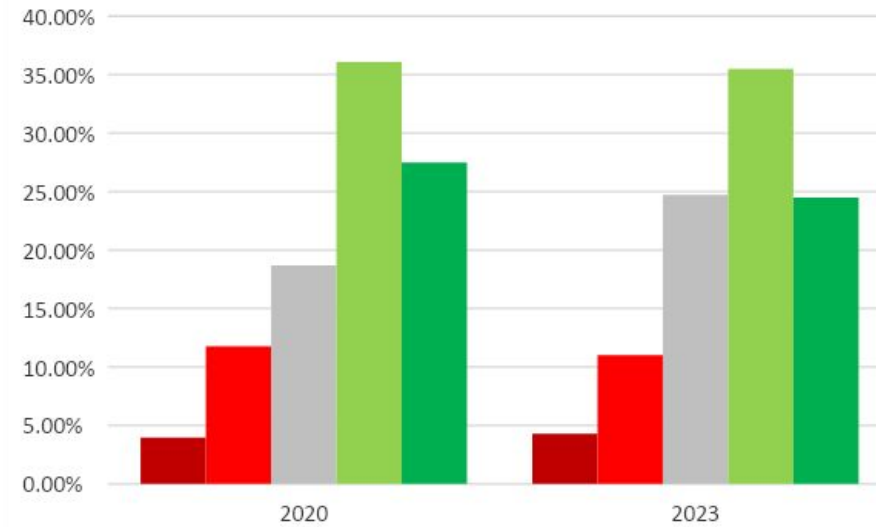
Quesito 3.3 L'equilibrio di genere nei termini di pari opportunità è attivamente perseguito a tutti i livelli compresi quelli che richiedono compiti di supervisione e manageriali



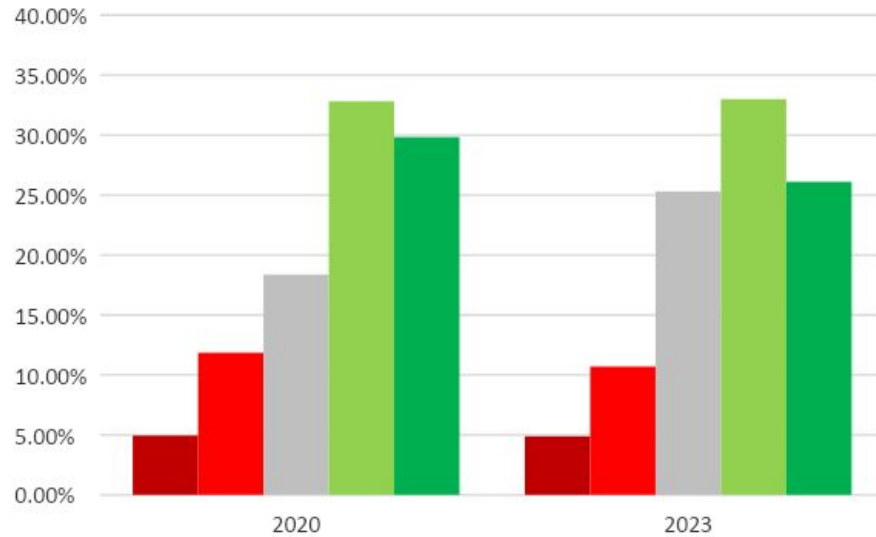
Quesito 3.4a Sono promosse le opportunità di collaborazione in: [Reti di ricerca locali]



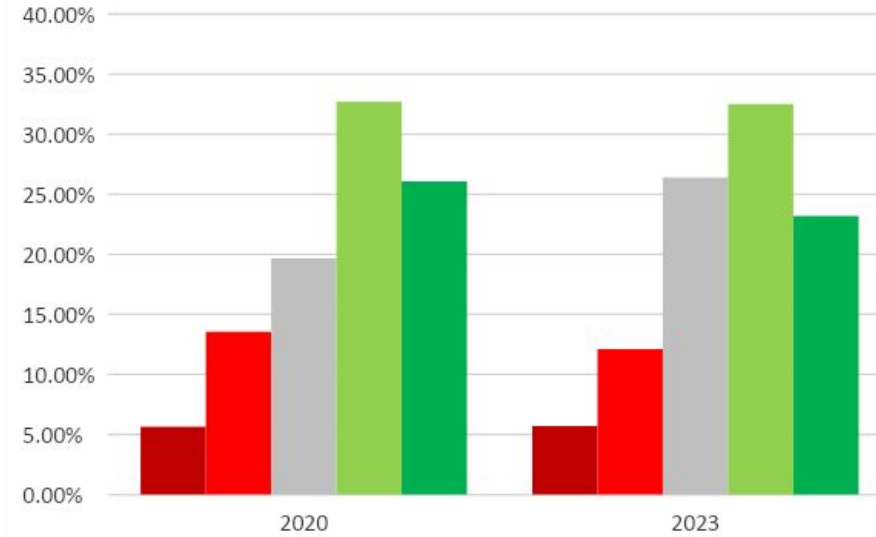
Quesito 3.4b Sono promosse le opportunità di collaborazione in: [Reti di ricerca nazionali]



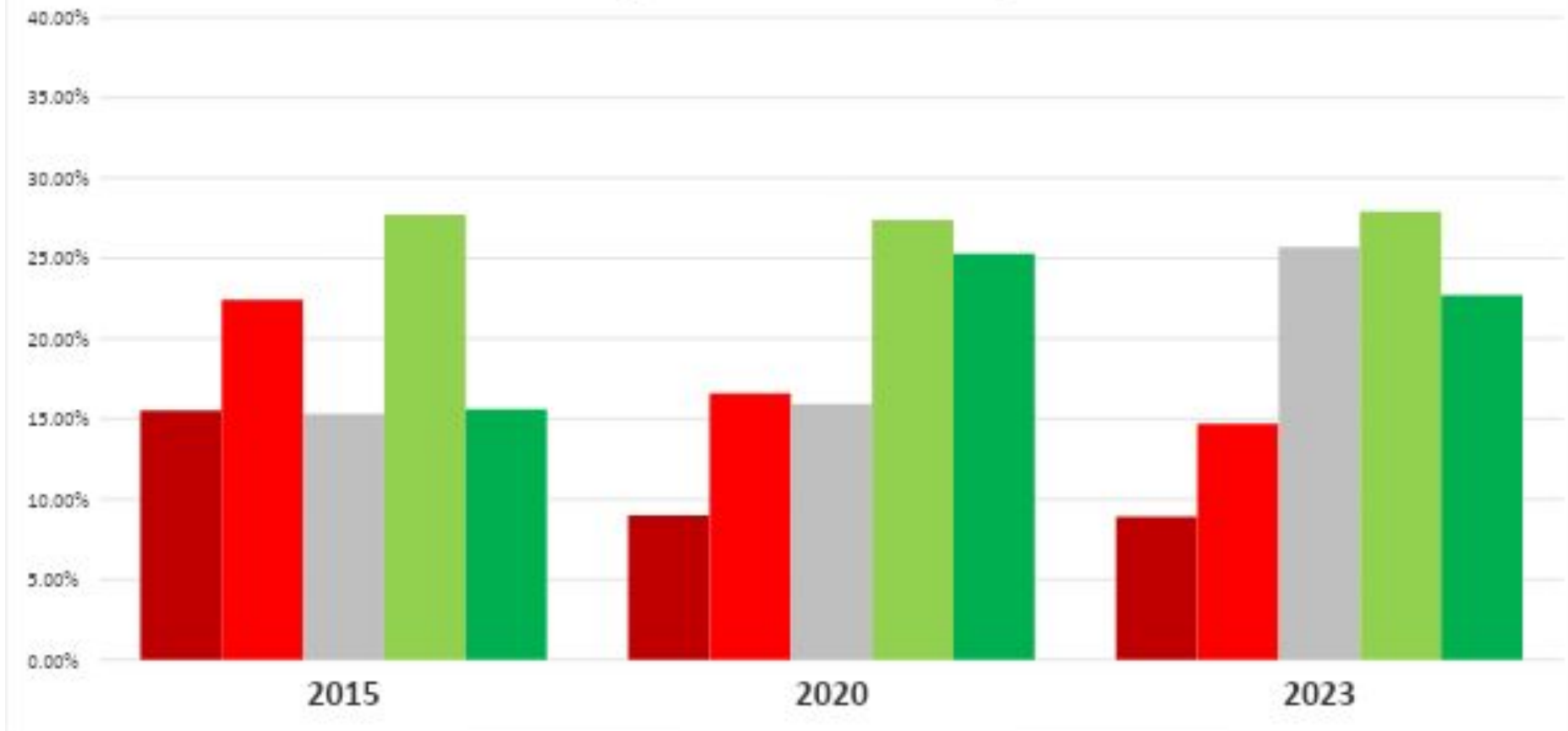
Quesito 3.4c Sono promosse le opportunità di collaborazione in: [Reti di ricerca europee]



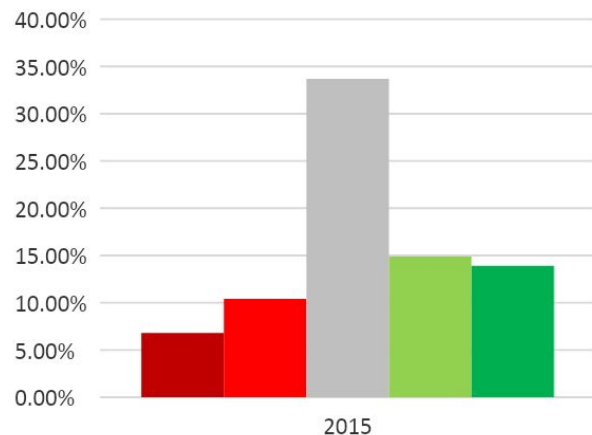
Quesito 3.4d Sono promosse le opportunità di collaborazione in: [Reti di ricerca internazionali]



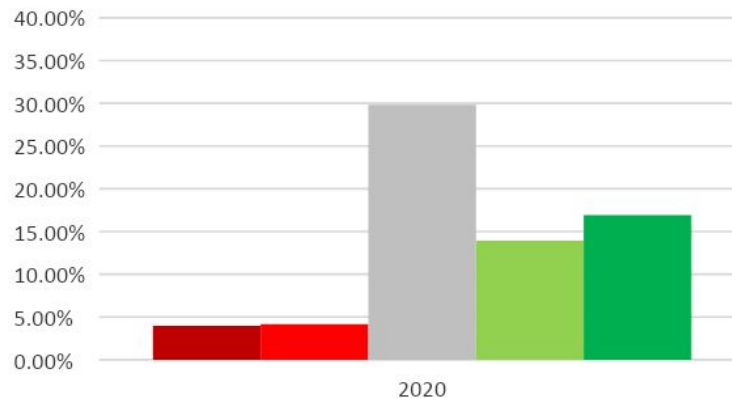
Quesito 3.5 E' garantita la partecipazione dei *Ricercatori* nei processi decisionali e comunicativi dell'Ateneo [commissioni paritetiche consigli di corso di laurea consigli di Dipartimento organi accademici ecc.]



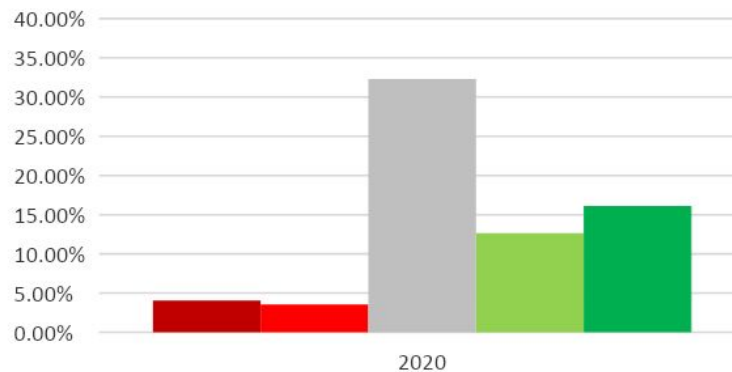
3.6 Gli eventuali reclami dei "Ricercatori" relativi ad asserite lesioni delle libertà e dei diritti nonché dell'imparzialità, della trasparenza e della correttezza delle attività trovano adeguata tutela presso il garante dei diritti e/o il Comitato Unico



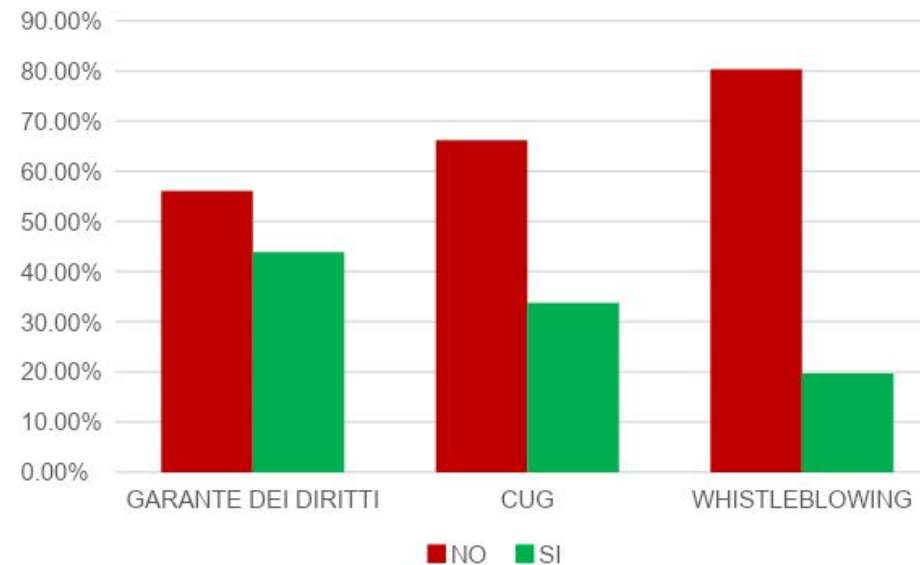
Quesito 3.8a Gli eventuali reclami dei "Ricercatori" relativi ad asserite lesioni delle libertà e dei diritti nonché dell'imparzialità, della trasparenza e della correttezza delle attività trovano adeguata tutela presso: "Garante dei diritti di Ateneo"



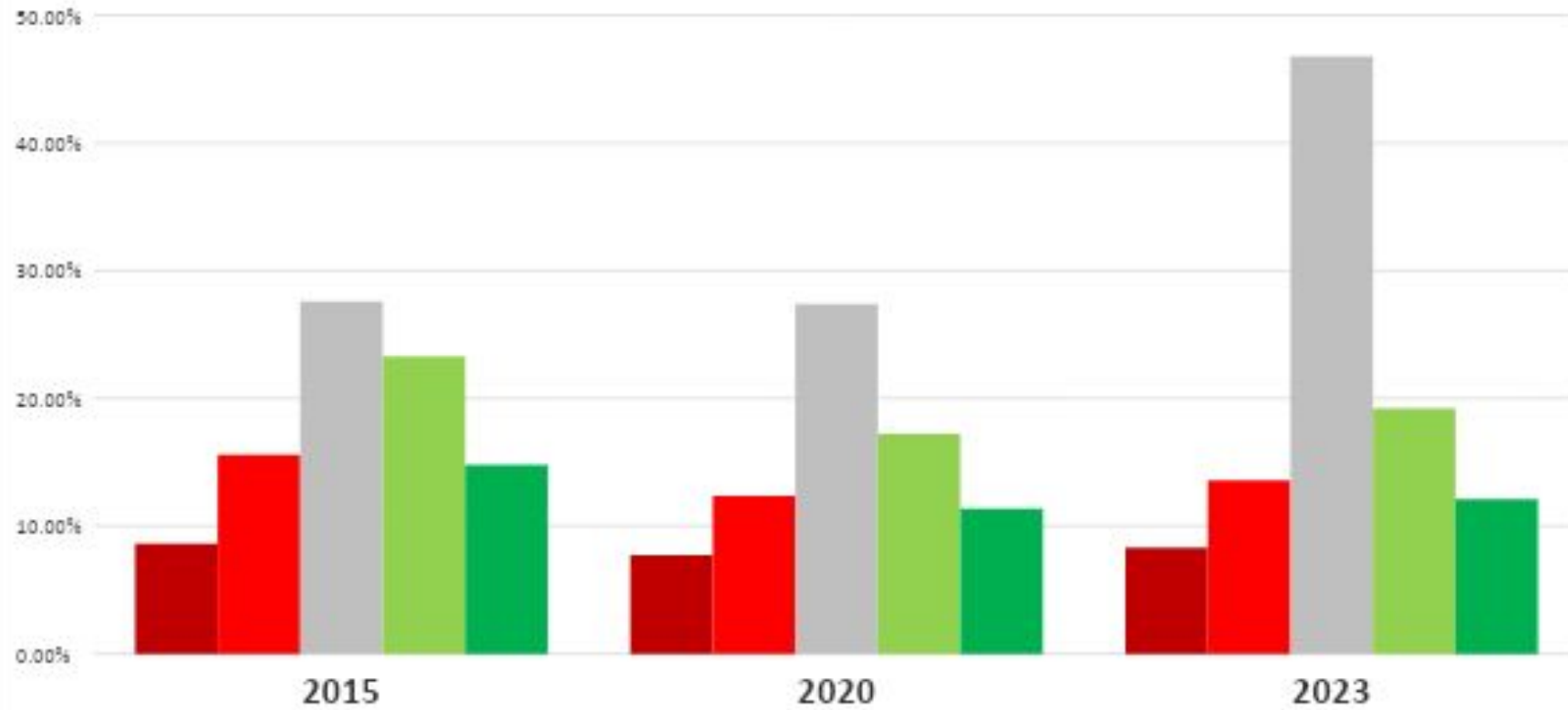
Quesito 3.8b Gli eventuali reclami dei "Ricercatori" relativi ad asserite lesioni delle libertà e dei diritti nonché dell'imparzialità, della trasparenza e della correttezza delle attività trovano adeguata tutela presso: "Comitato Unico di Garanzia"



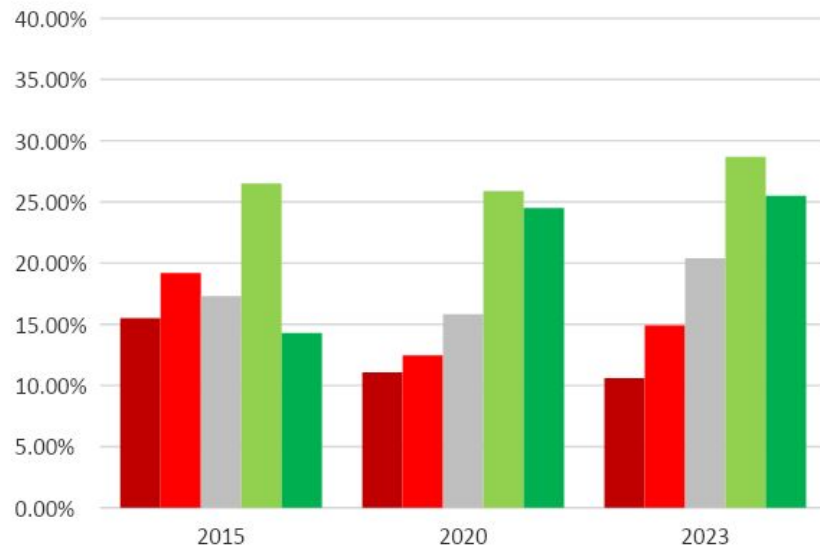
2023: Sei al corrente che gli eventuali reclami dei "Ricercatori" relativi ad asserite limitazioni delle libertà e dei diritti nonché dell'imparzialità della trasparenza e della correttezza delle attività possono essere segnalate a: Garante dei Diritti, C



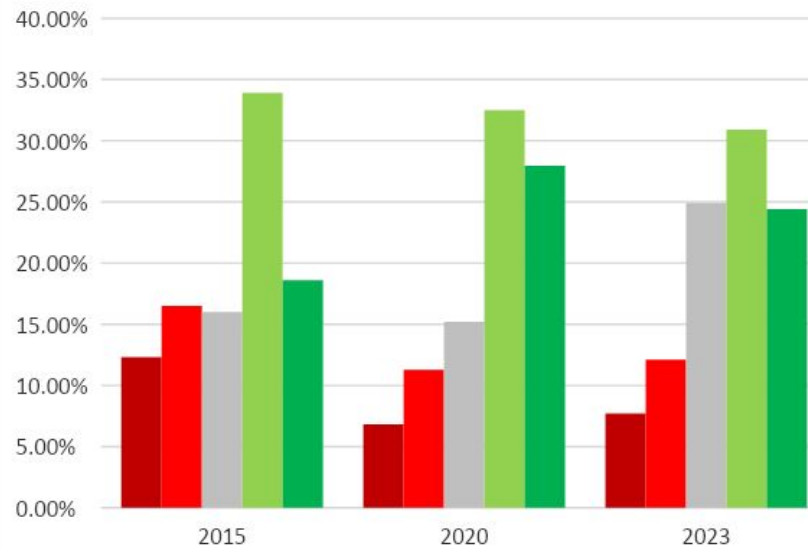
Quesito 3.7 Gli eventuali conflitti tra *Ricercatori* senior e *Ricercatori* junior sono gestiti equamente ed efficacemente nel rispetto delle dinamiche scientifiche e gestionali del lavoro di gruppo



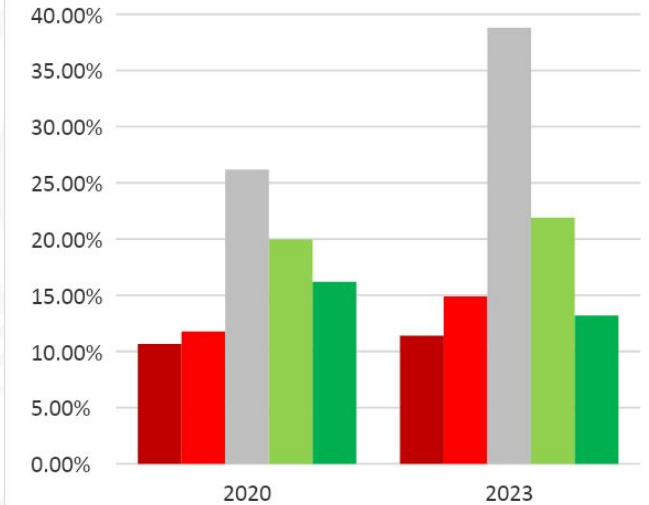
Quesito 3.8a Viene effettuata periodicamente un*efficace valutazione dei *Ricercatori* in termini di [Attività didattica]



Quesito 3.8b Viene effettuata periodicamente un*efficace valutazione dei *Ricercatori* in termini di [Attività di ricerca]



Quesito 3.8c Viene effettuata periodicamente un*efficace valutazione dei *Ricercatori* in termini di [Terza missione]

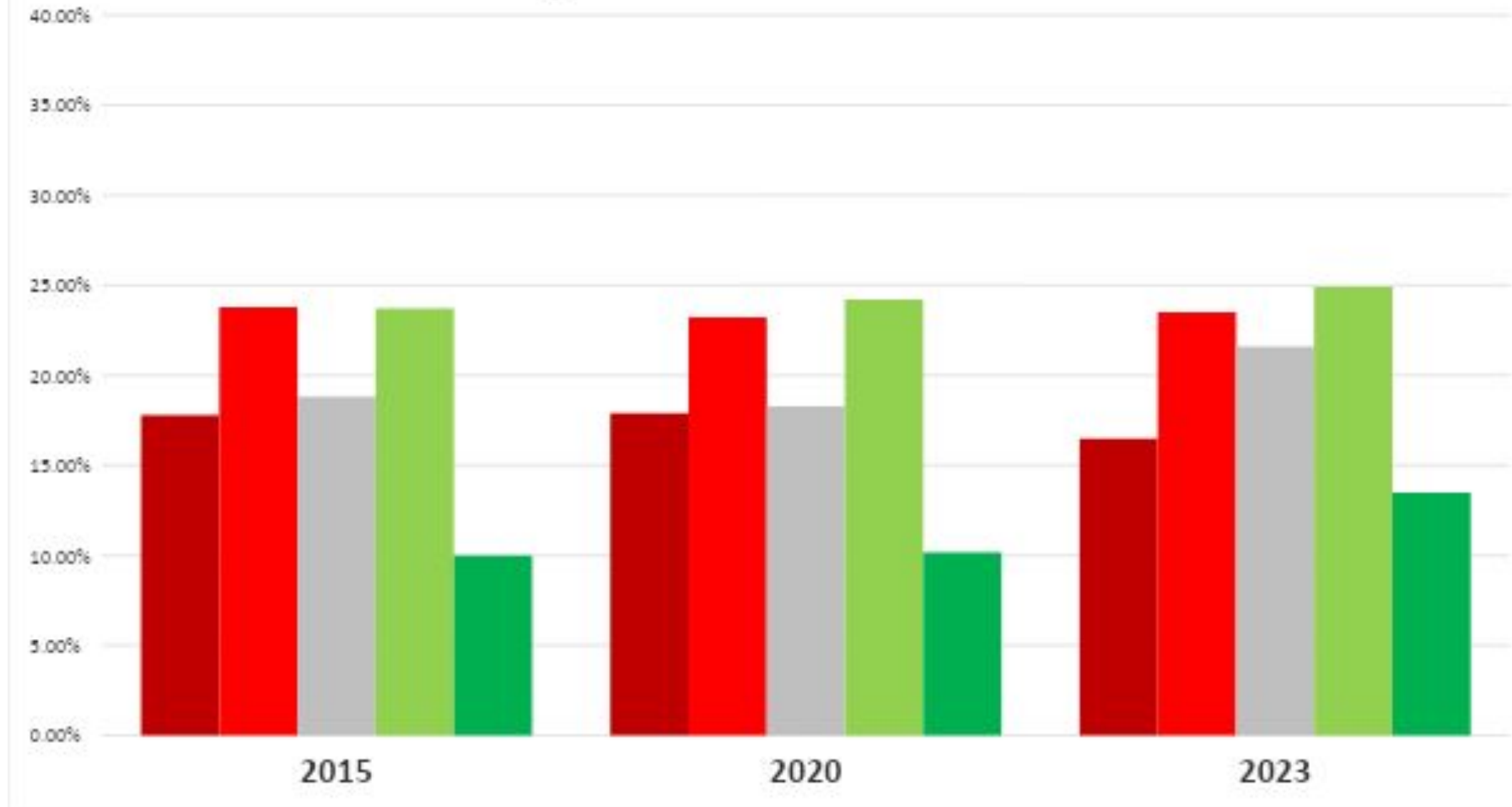




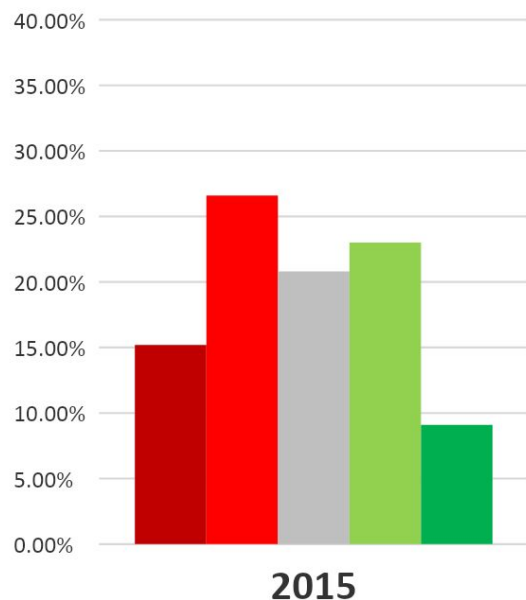
Section IV

Improvement in the Training, Competence, and Professional Experience of Researchers

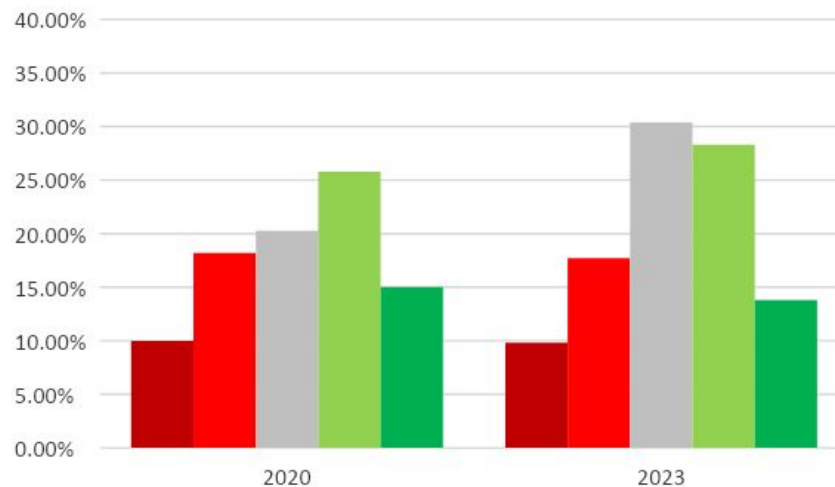
Quesito 4.1 Viene garantita un'adeguata preparazione per lo svolgimento di attività didattica



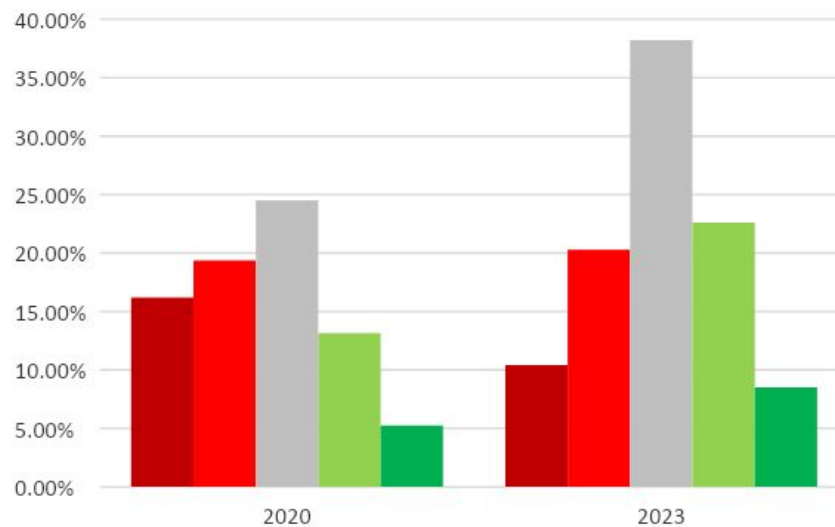
Quesito 4.2 I periodi temporanei di mobilità dei "Ricercatori" e le possibilità di scambio sono garantite ed attivamente promosse



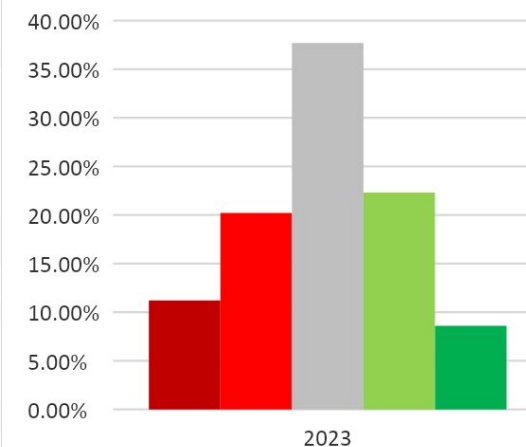
Quesito 4.2a Sono garantiti ed attivamente promossi i periodi temporanei di mobilità tra aree geografiche e le possibilità di scambio



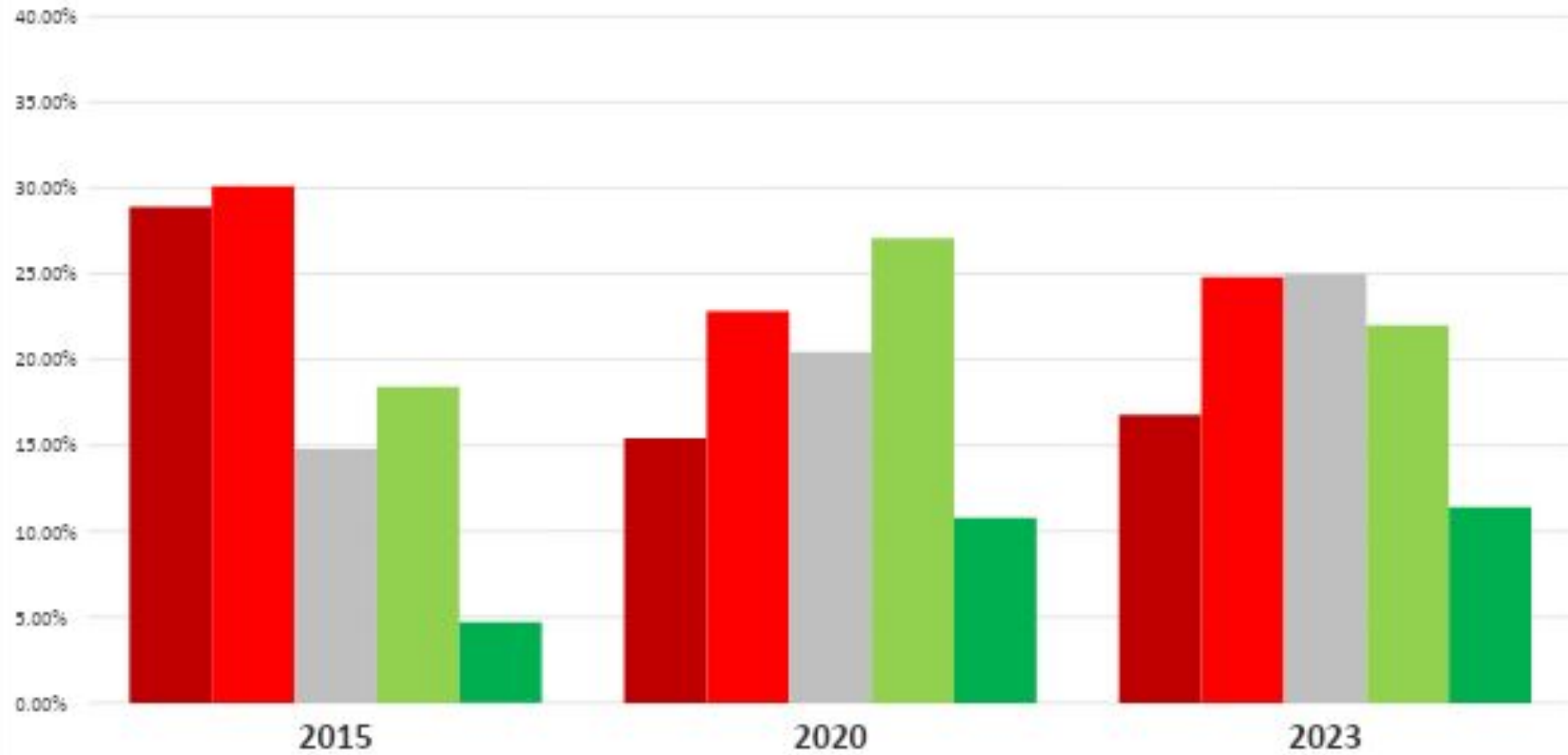
Quesito 4.2b Sono garantiti ed attivamente promossi gli scambi di conoscenza con il settore pubblico



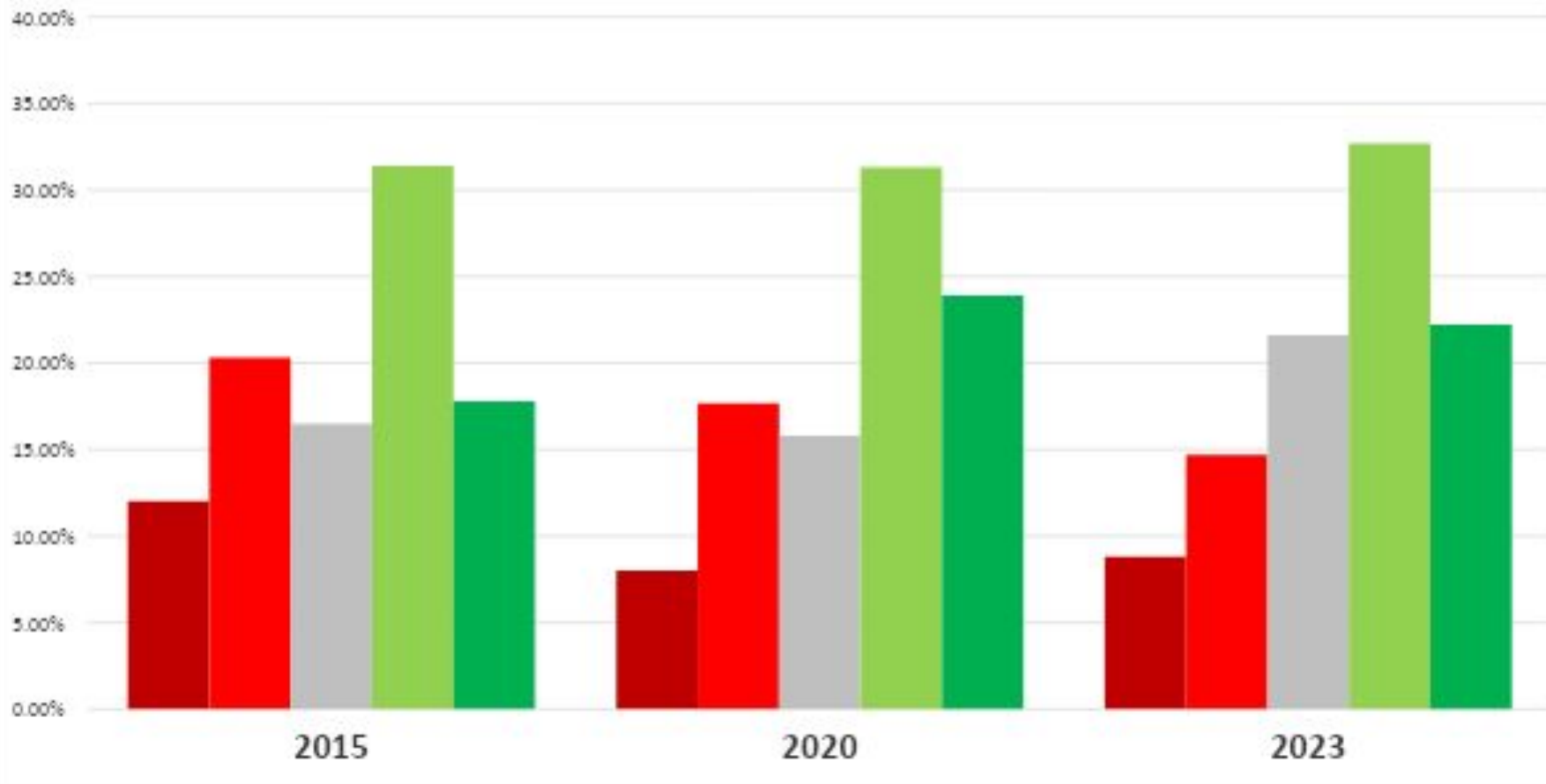
Quesito 4.2c Sono garantiti ed attivamente promossi gli scambi di conoscenza con il settore privato



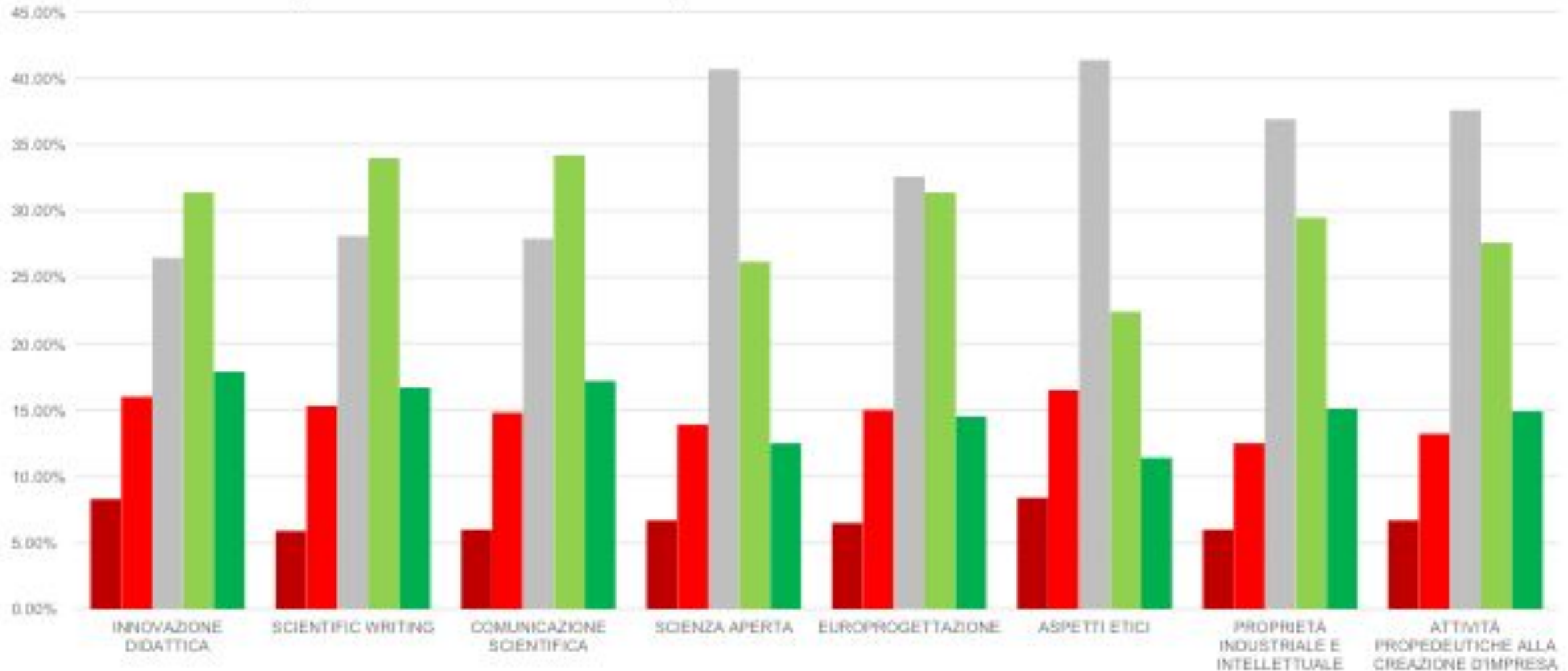
Quesito 4.3 Sono note le strategie e i processi per favorire le progressioni di carriera dei ricercatori



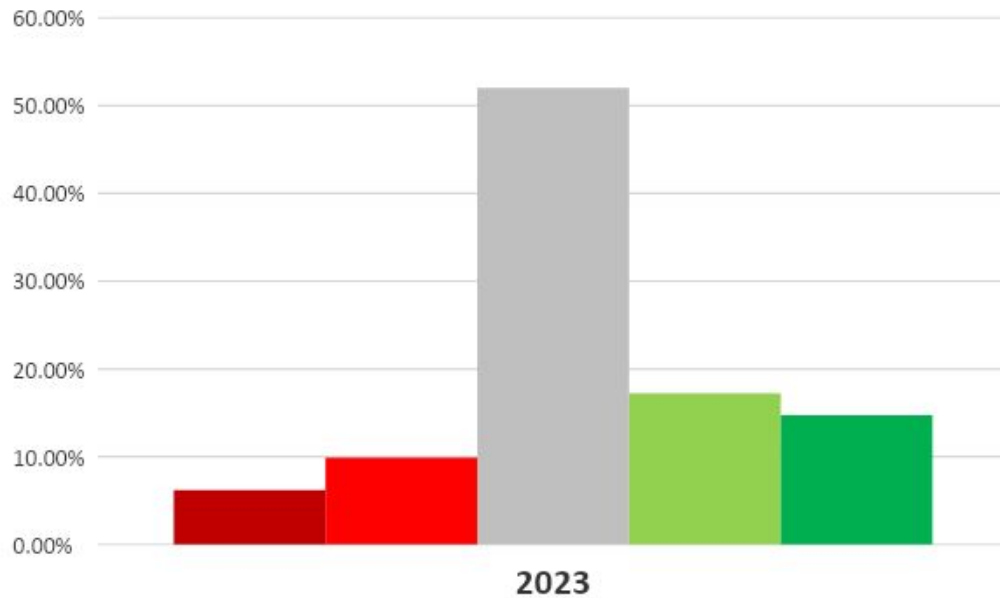
Quesito 4.4 Responsabili scientifici e supervisor sono chiaramente identificati e forniscono supporto e assistenza in merito allo sviluppo culturale e professionale dei “Ricercatori”, soprattutto nelle fasi iniziali della formazione o della carriera



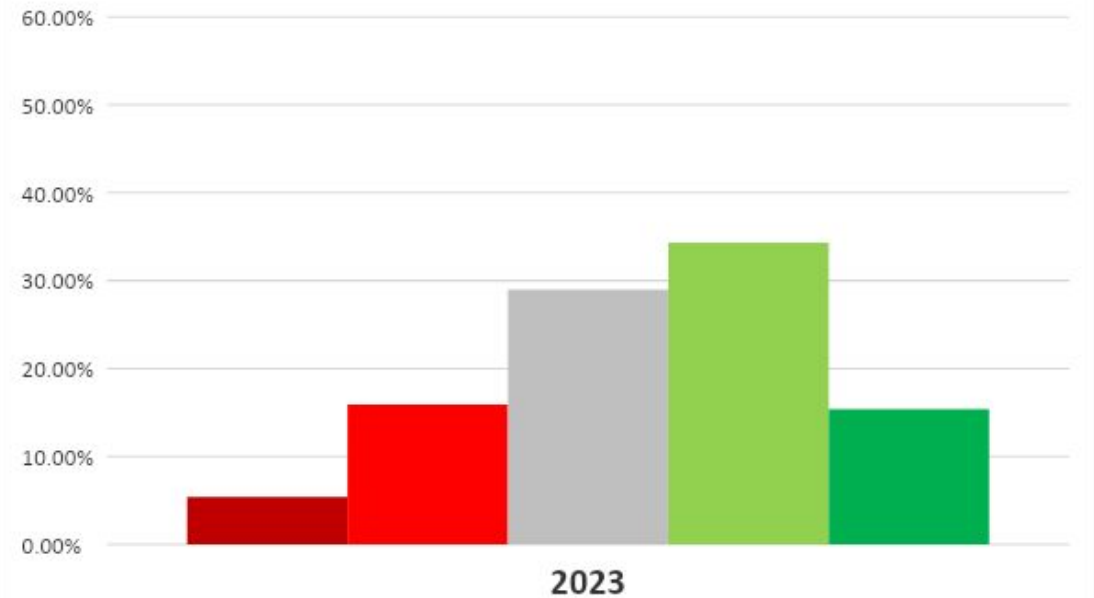
Quesito 4.5 I "Ricercatori", a tutti i livelli di carriera, hanno l'opportunità di aggiornare ed espandere conoscenze e competenze attraverso attività formative in tema di:



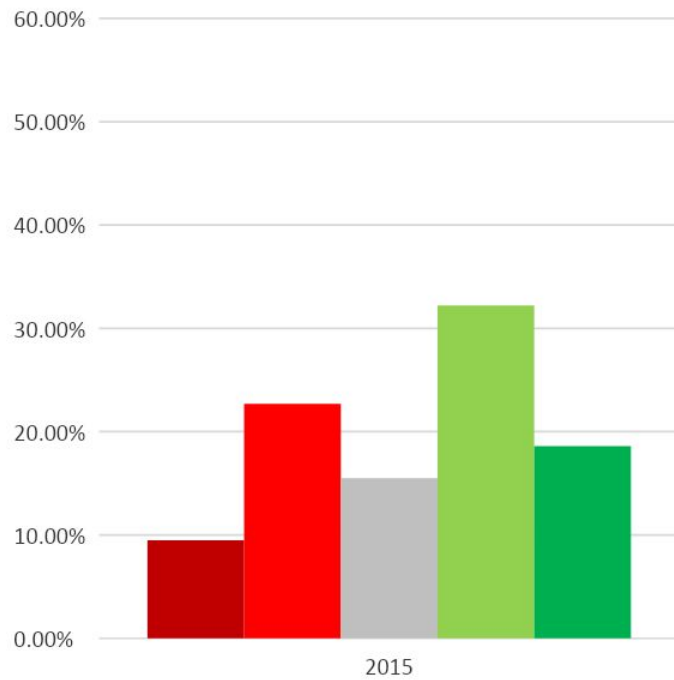
Quesito 4.6 I “Ricercatori” sono adeguatamente supportati dall’Ateneo nel processo di tutela della Proprietà Industriale generata (deposito di domande di brevetto, privative vegetali, marchi)



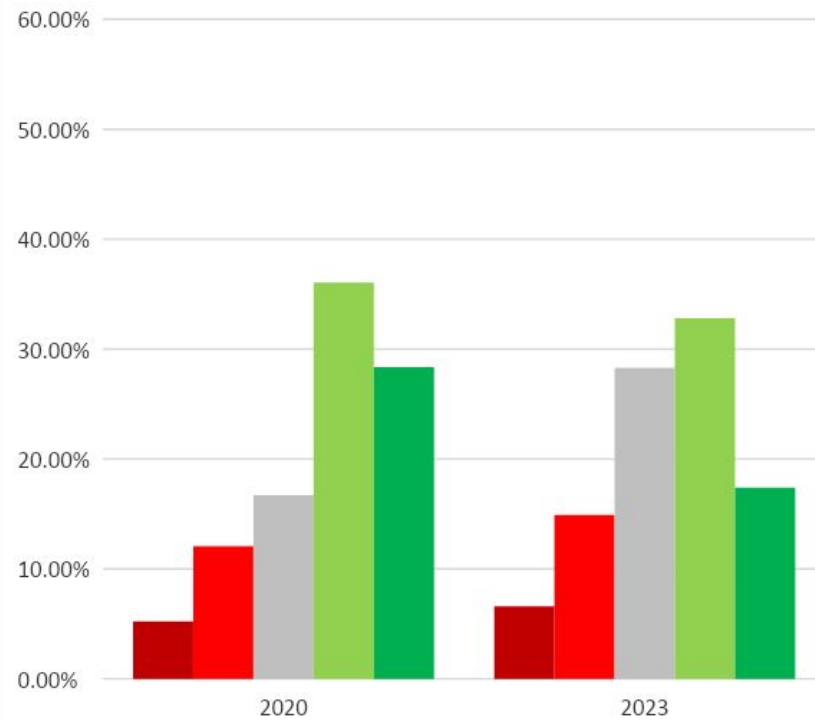
Quesito 4.8 Le attività, gli strumenti e i servizi di supporto alla pubblicazione in Accesso Aperto dei risultati della ricerca sono adeguatamente pubblicizzati



Quesito 4.6 I "Ricercatori" sono informati in maniera chiara sulle opportunità di finanziamento (sito web di Ateneo, informazione mirata via mail)



Quesito 4.7a I "Ricercatori" sono informati in maniera chiara sulle opportunità di finanziamento attraverso: "sito web di ateneo"



Quesito 4.7b I "Ricercatori" sono informati in maniera chiara sulle opportunità di finanziamento attraverso: "informazione mirata via email"

