



Survey

European Charter for Researchers

Object: verify the degree to which the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (C&C) have been implemented in the University of Siena's rules and procedures

Recipients: Professors, Researchers and Doctoral students of Unisi

Period: from 9 to 25 april 2021

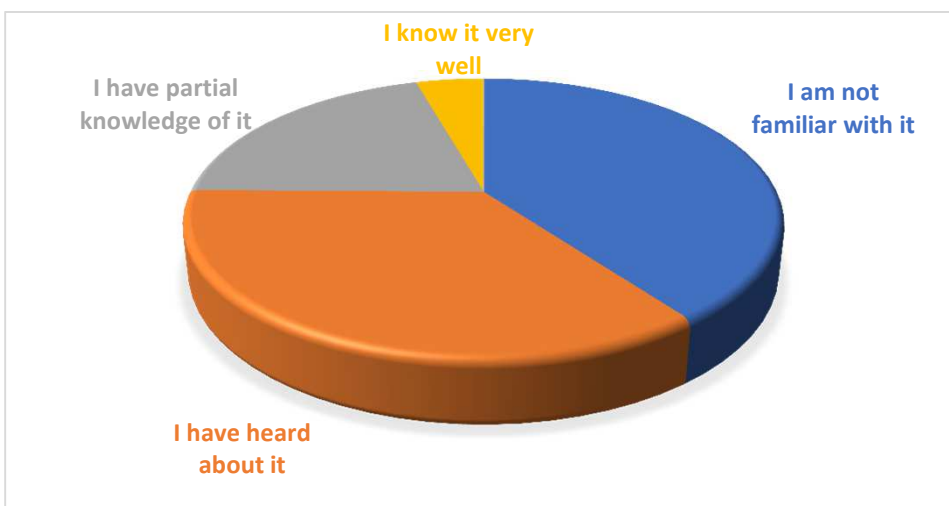
Participation in the survey

Number of completed questionnaires:	339
Number of questionnaires sent	1299
Response rate	26,1%

Section A: The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

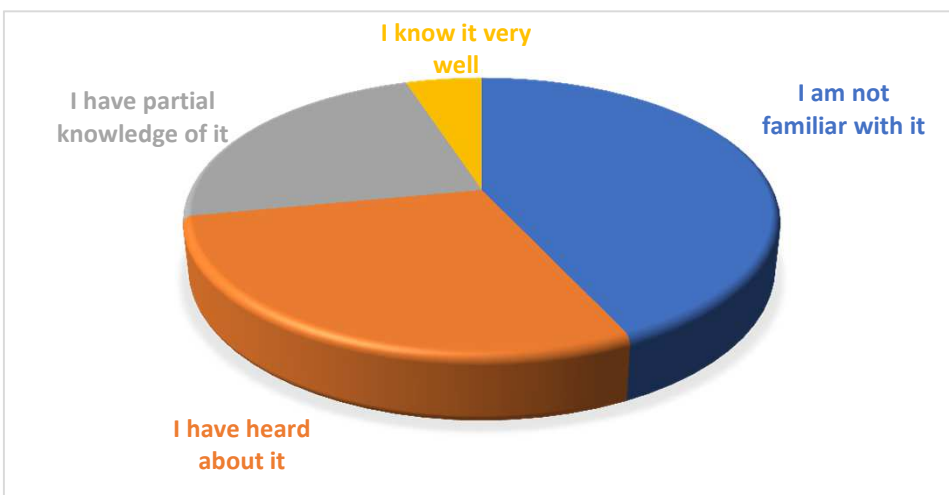
A1 How familiar are you with the European Charter for Researchers?

I am not familiar with it	39,8%
I have heard about it	35,4%
I have partial knowledge of it	20,4%
I know it very well	4,4%



A2 How familiar are you with the Code of Conduct for the Recruitment of Researchers?

I am not familiar with it	43,1%
I have heard about it	28,9%
I have partial knowledge of it	23,0%
I know it very well	5,0%

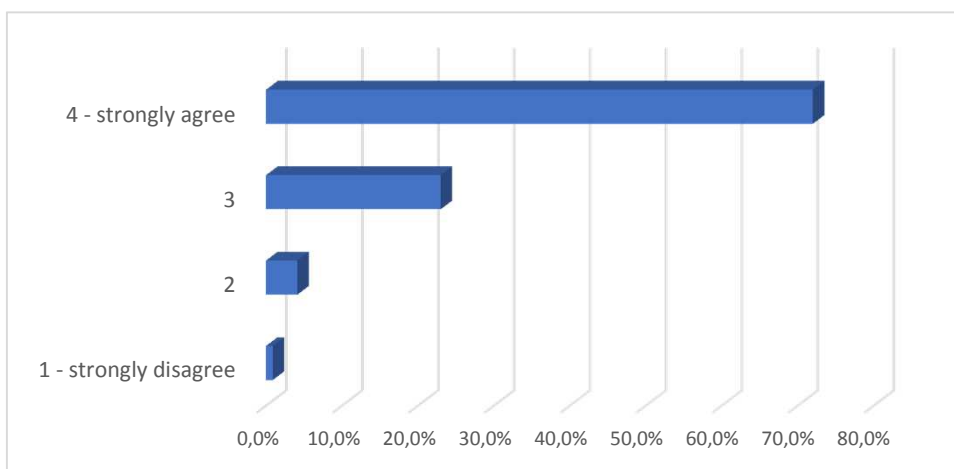


Section B: Research environment

B1 Based on your experience in research, how strongly do you agree with the following statements referring to the University of Siena?

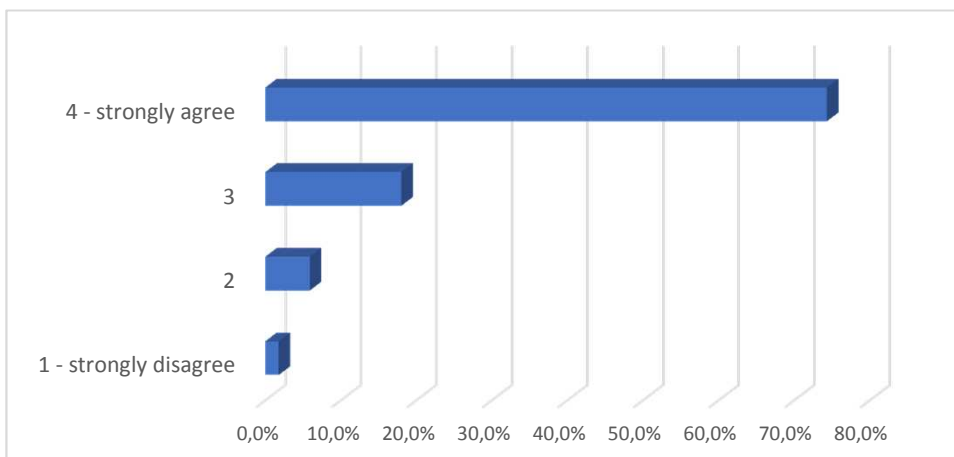
B1.1 Unisi guarantees freedom in research

1 - strongly disagree	0,9%
2	4,1%
3	23,0%
4 - strongly agree	72,0%



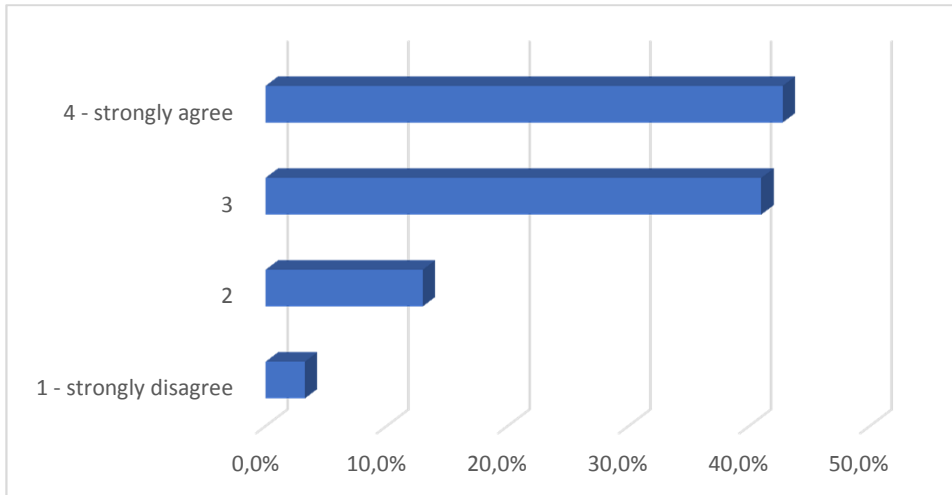
B1.2 Unisi does not discriminate against researchers on the basis of gender, age, sexual orientation, race, disability, religion or language

1 - strongly disagree	1,8%
2	5,9%
3	18,0%
4 - strongly agree	74,3%



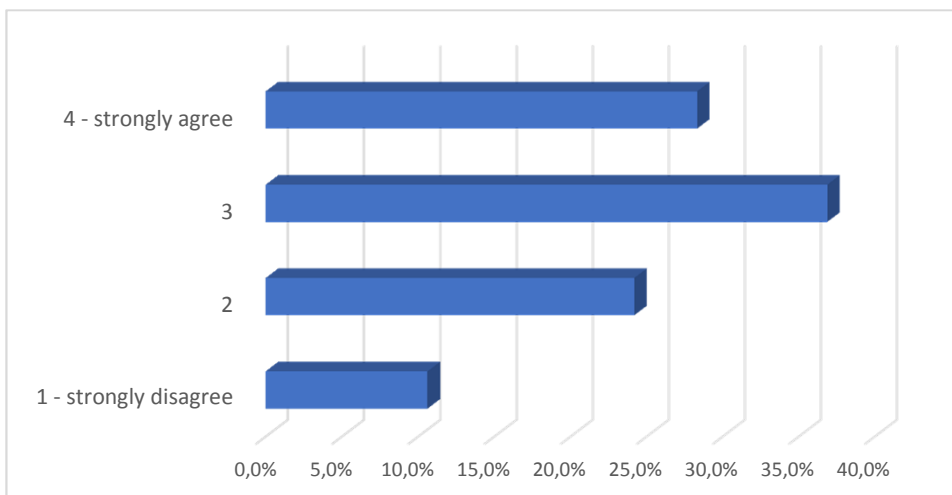
B1.3 *Unisi informs publicly funded researchers of their duties and responsibilities in the management of funds*

1 - strongly disagree	3,2%
2	13,0%
3	41,0%
4 - strongly agree	42,8%



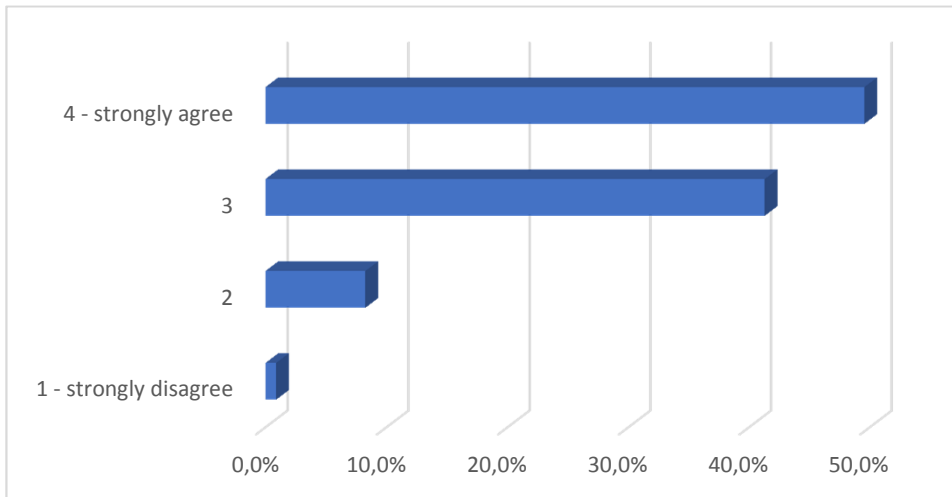
B1.4 *Unisi provides a stimulating working and research training environment with adequate equipment, facilities and opportunities for all*

1 - strongly disagree	10,6%
2	24,2%
3	36,9%
4 - strongly agree	28,3%



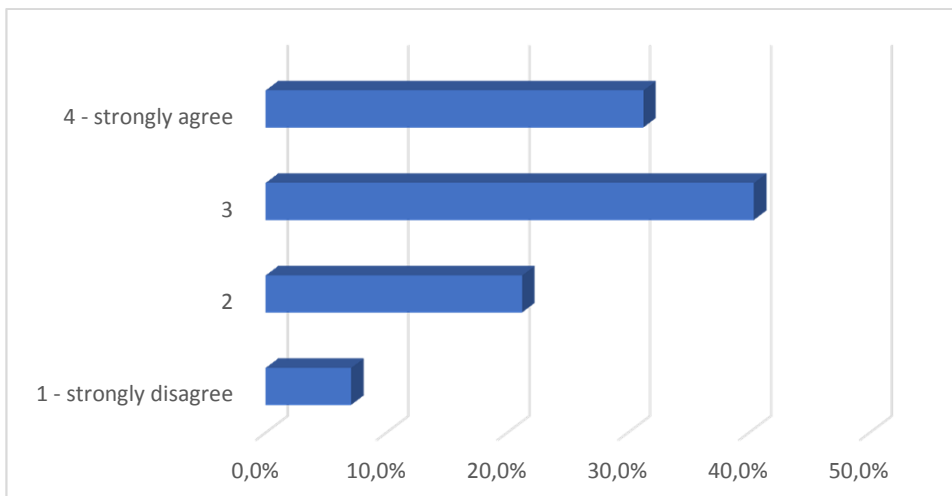
B1.5 *Unisi adequately protects the intellectual property rights of researchers*

1 - strongly disagree	0,9%
2	8,3%
3	41,3%
4 - strongly agree	49,6%



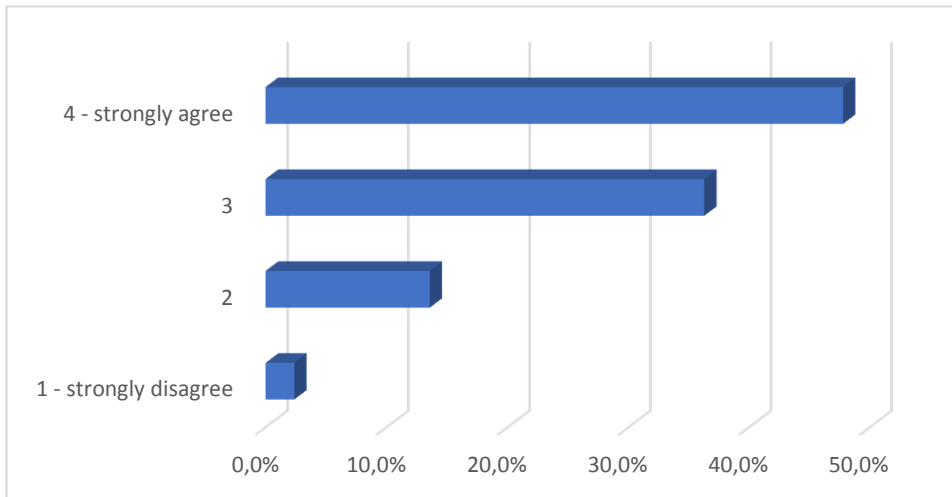
B1.6 *Unisi researchers are adequately informed about the University's strategic objectives and research funding mechanisms*

1 - strongly disagree	7,1%
2	21,2%
3	40,4%
4 - strongly agree	31,3%



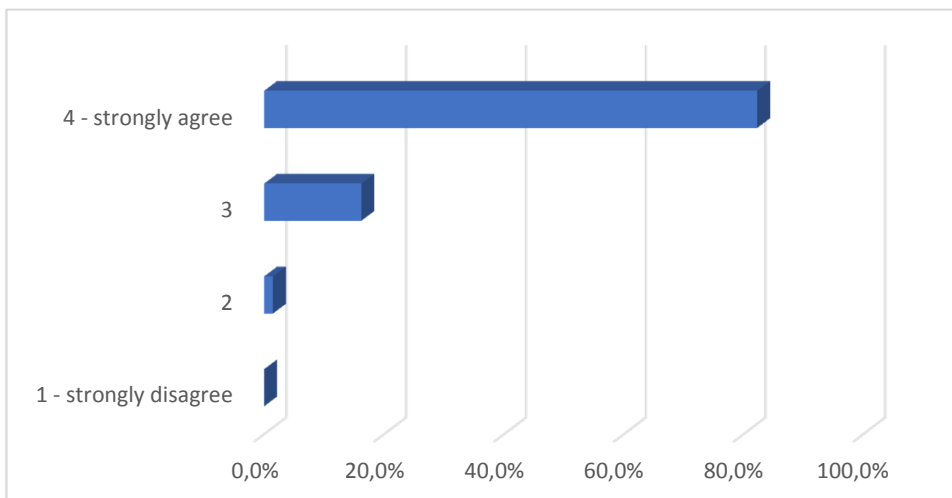
B1.7 *Unisi researchers are encouraged to communicate, disseminate and exploit research results*

1 - strongly disagree	2,4%
2	13,6%
3	36,3%
4 - strongly agree	47,8%



B1.8 *Unisi researchers must avoid plagiarism and respect the principle of intellectual property*

1 - strongly disagree	0,0%
2	1,5%
3	16,2%
4 - strongly agree	82,3%

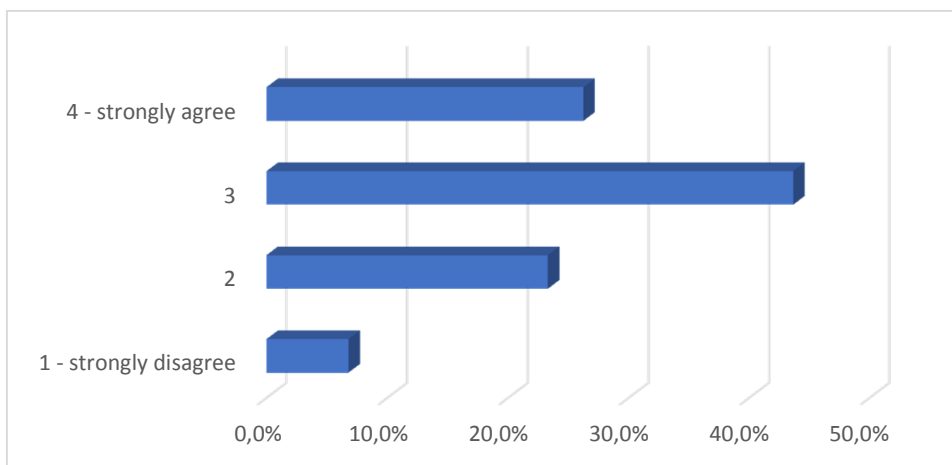


Section C: Working conditions of researchers

C1 Based on your experience in research, how strongly do you agree with the following statements referring to the University of Siena?

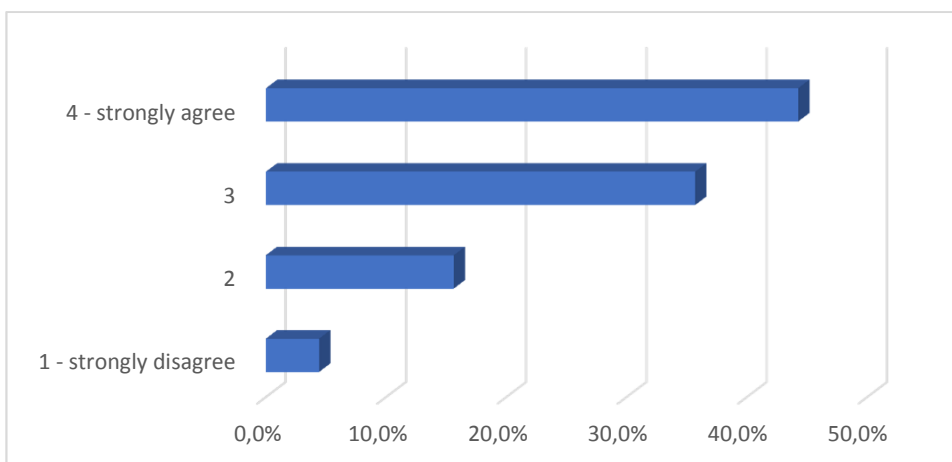
C1.1 Unisi fully informs researchers on national and/or University regulations governing working and training conditions

1 - strongly disagree	6,8%
2	23,3%
3	43,7%
4 - strongly agree	26,3%



C1.2 Unisi adequately informs researchers of the regulations regarding safety in the workplace

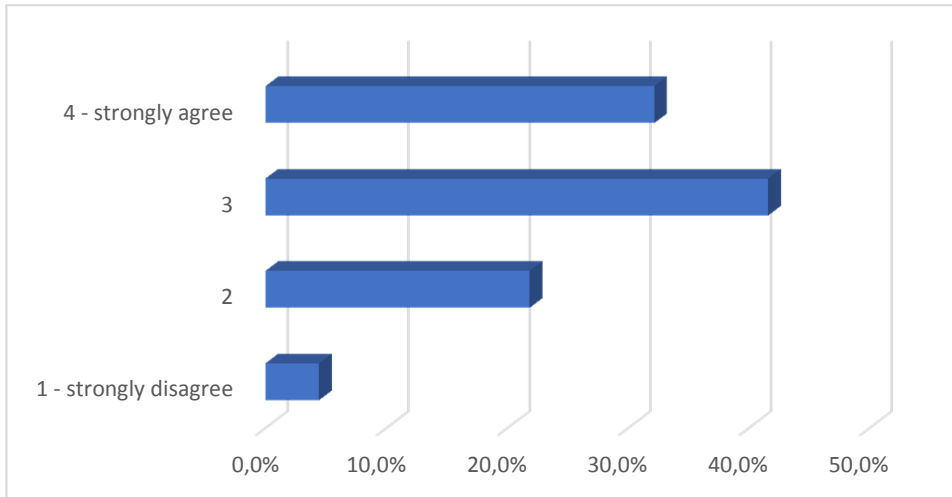
1 - strongly disagree	4,4%
2	15,6%
3	35,7%
4 - strongly agree	44,2%



C1.3

Unisi adequately informs researchers about legislation regarding data protection and privacy

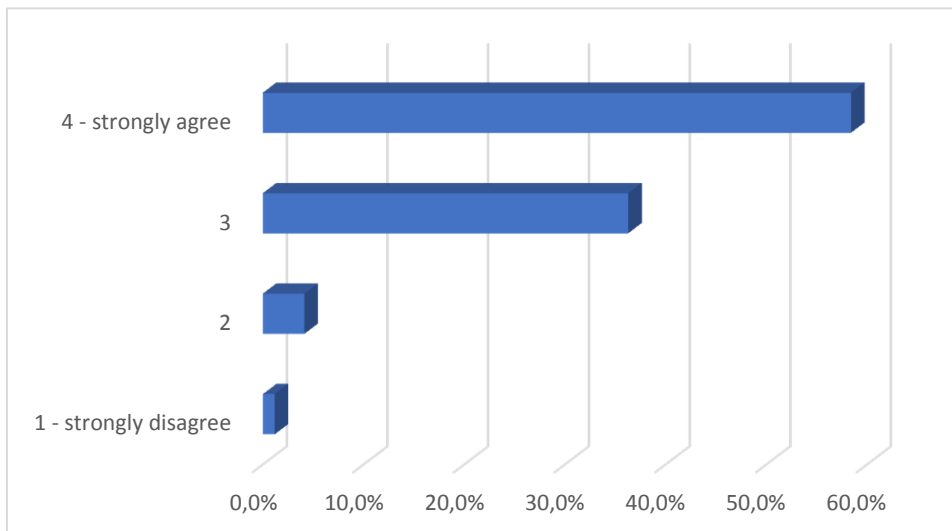
1 - strongly disagree	4,4%
2	21,8%
3	41,6%
4 - strongly agree	32,2%



C1.4

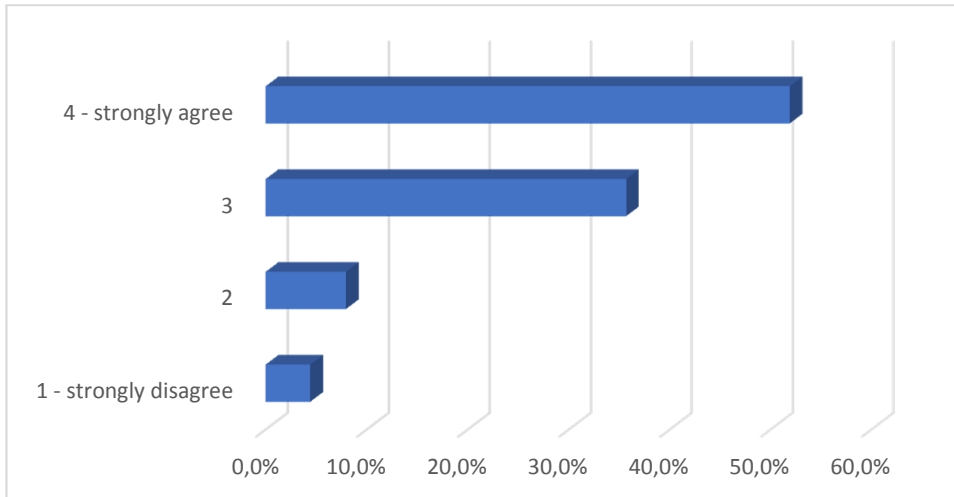
At Unisi Researchers are required to comply with the ethical standards established by the University Code of Ethics and national, sectoral or institutional codes

1 - strongly disagree	1,2%
2	4,1%
3	36,3%
4 - strongly agree	58,4%



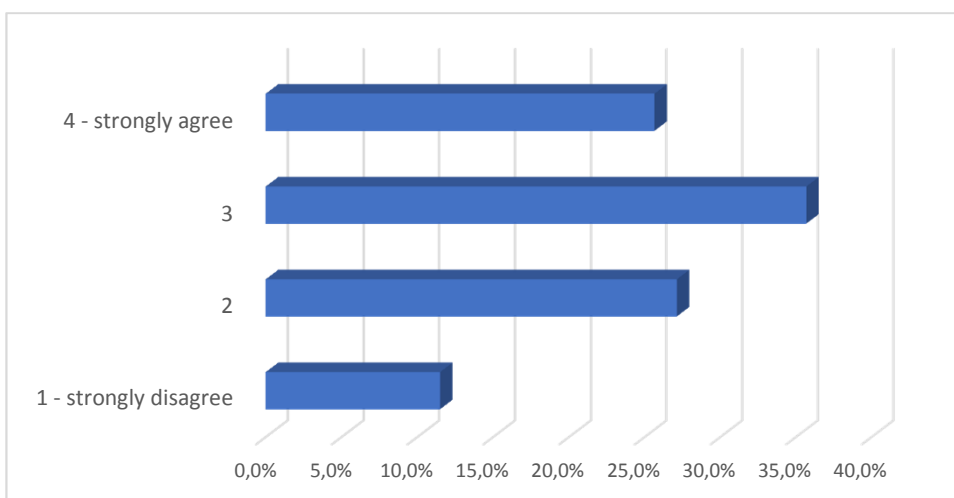
C1.5 *Young Unisi researchers have regular, structured relationships with their supervisors*

1 - strongly disagree	4,4%
2	8,0%
3	35,7%
4 - strongly agree	51,9%



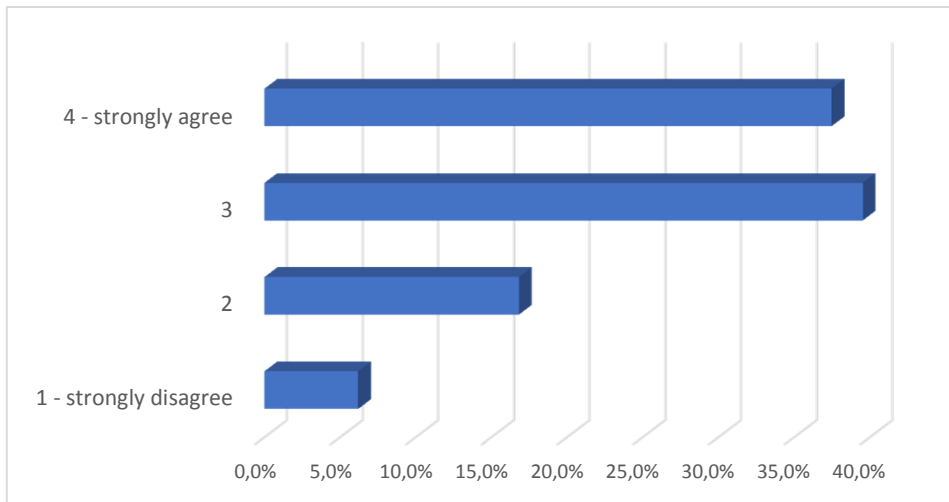
C1.6 *Unisi is committed to improving the stability of researchers' working conditions*

1 - strongly disagree	11,5%
2	27,1%
3	35,7%
4 - strongly agree	25,7%



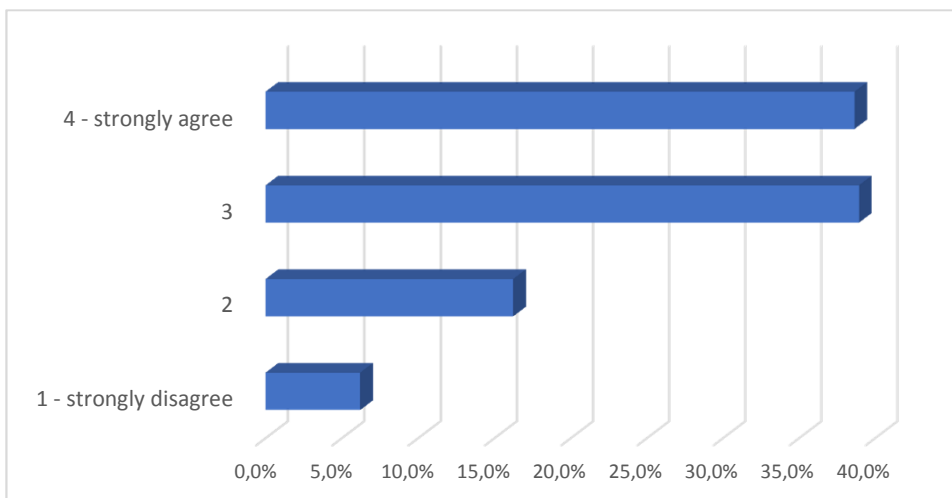
C1.7 *Unisi aims for a representative gender balance at all levels of researchers' careers*

1 - strongly disagree	6,2%
2	16,8%
3	39,5%
4 - strongly agree	37,5%



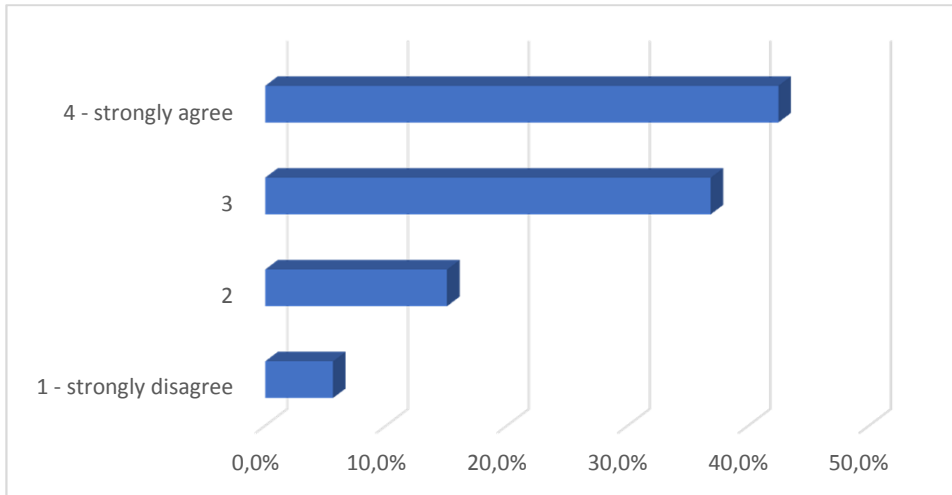
C1.8 *Unisi recognizes the value of international, intersectoral and interdisciplinary mobility in selection and career advancement systems*

1 - strongly disagree	6,2%
2	16,2%
3	38,9%
4 - strongly agree	38,6%



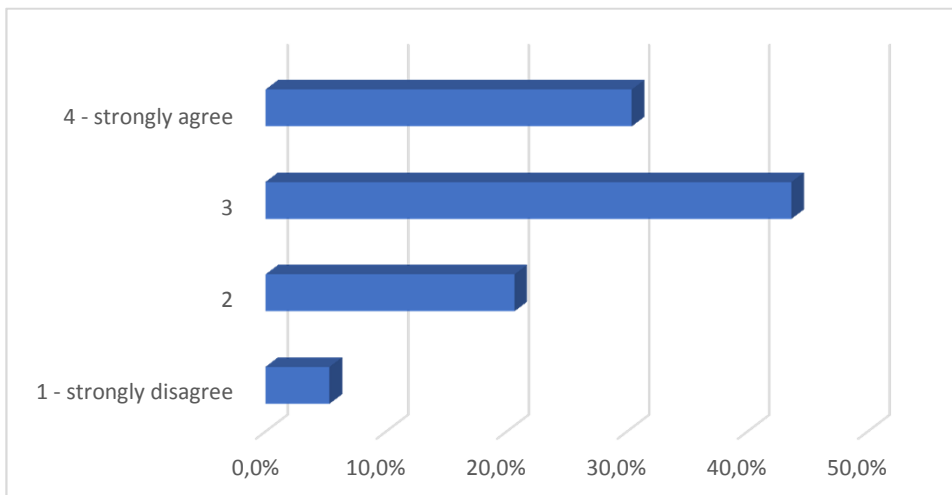
C1.9 *Unisi implements initiatives for the development of researchers' competencies (soft skills)*

1 - strongly disagree	5,6%
2	15,0%
3	36,9%
4 - strongly agree	42,5%



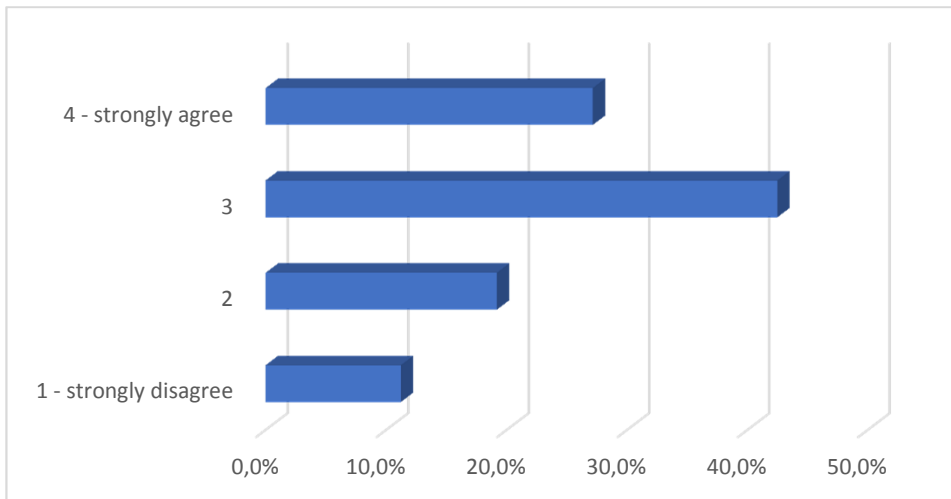
C1.10 *Unisi has adopted a system for the periodic, independent and transparent evaluation of the professional performance of researchers*

1 - strongly disagree	5,3%
2	20,6%
3	43,7%
4 - strongly agree	30,4%



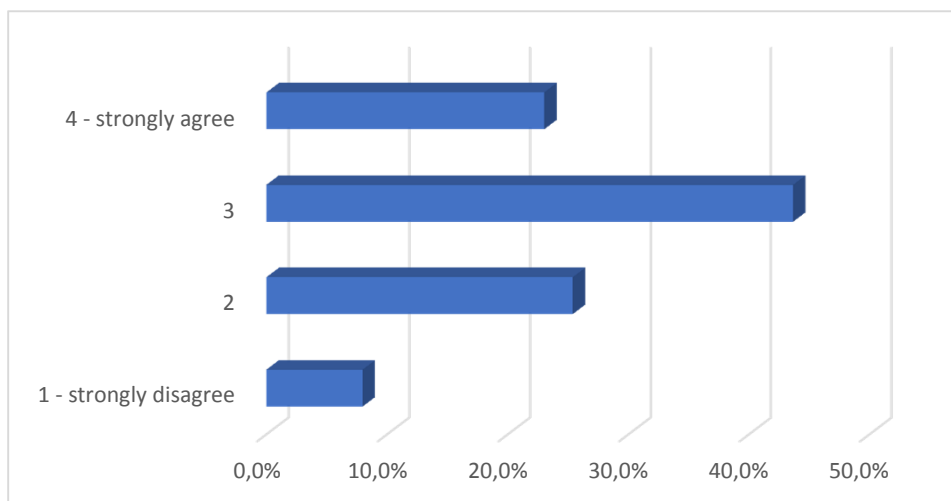
C1.11 *Unisi ensures that teaching loads are compatible with research activities*

1 - strongly disagree	11,2%
2	19,2%
3	42,5%
4 - strongly agree	27,1%



C1.12 *Unisi has established appropriate procedures for handling complaints and appeals by researchers*

1 - strongly disagree	8,0%
2	25,4%
3	43,7%
4 - strongly agree	23,0%

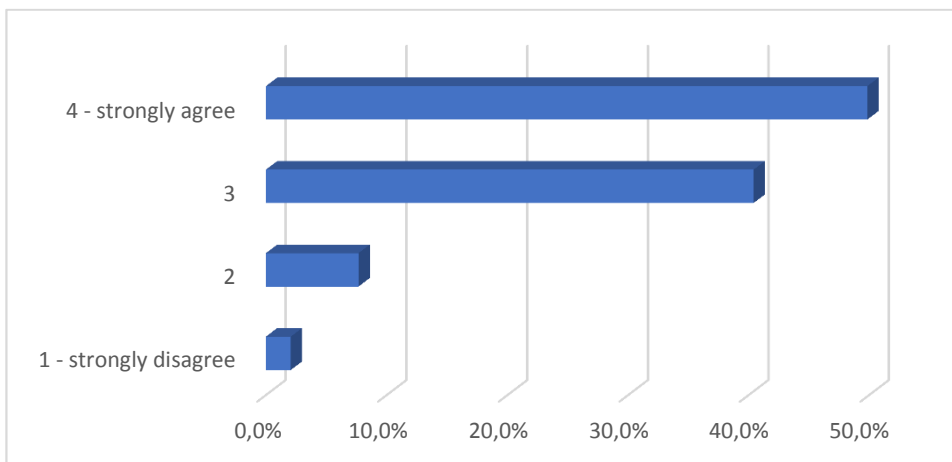


Section D: Recruitment and selection of researchers

D1 Based on your experience in research, how strongly do you agree with the following statements referring to the University of Siena?

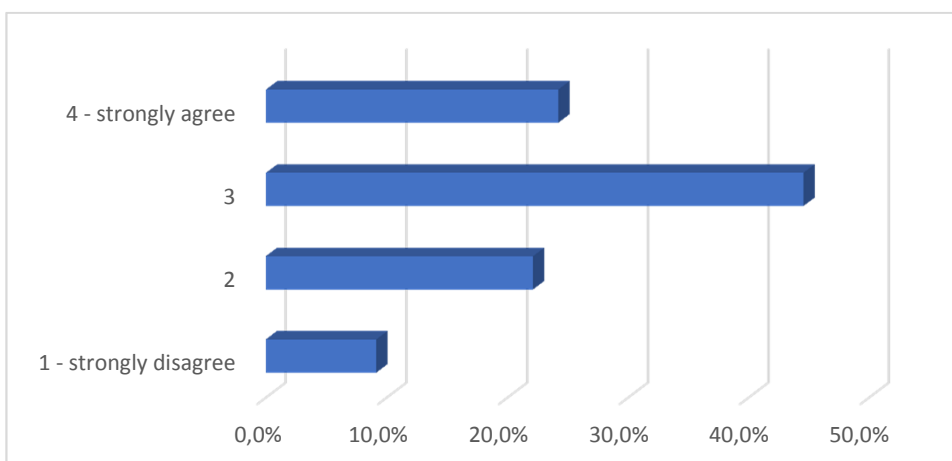
D1.1 Unisi ensures the publication and transparency of the rules for the recruitment of researchers

1 - strongly disagree	2,1%
2	7,7%
3	40,4%
4 - strongly agree	49,9%



D1.2 Unisi adopts policies to help disadvantaged groups access research

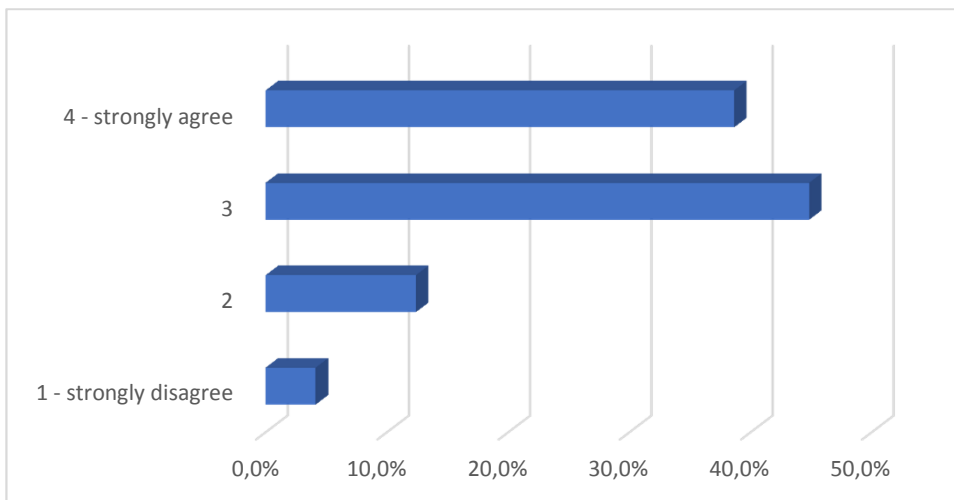
1 - strongly disagree	9,1%
2	22,1%
3	44,5%
4 - strongly agree	24,2%



D1.3

Selection committees include members with diverse experience and expertise from different sectors and reflect an appropriate gender balance

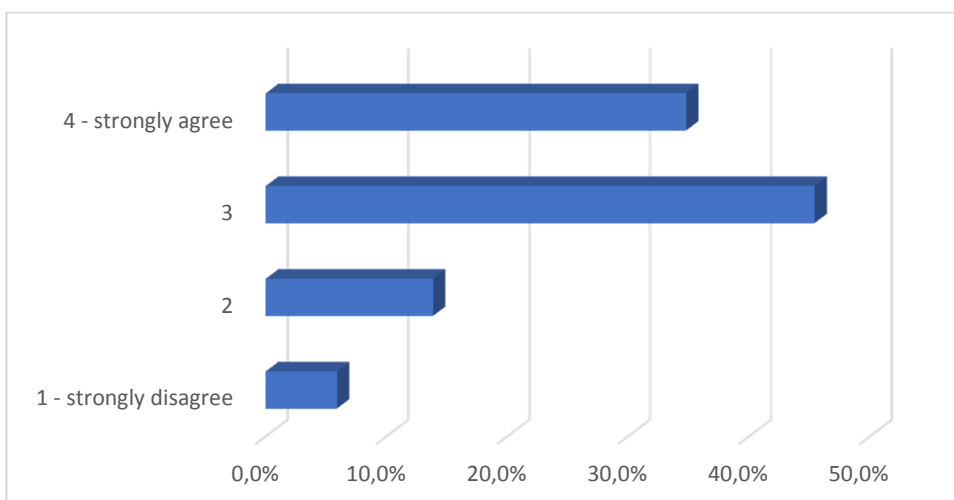
1 - strongly disagree	4,1%
2	12,4%
3	44,8%
4 - strongly agree	38,6%



D1.4

Unisi ensures the appropriate assessment of academic and professional qualifications of all researchers

1 - strongly disagree	5,9%
2	13,9%
3	45,4%
4 - strongly agree	34,8%

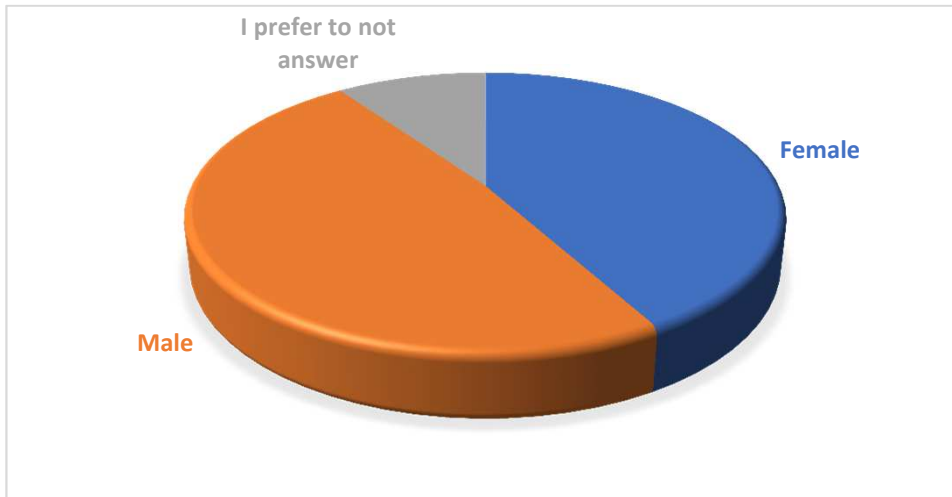


Section E: Personal data

E1

Gender

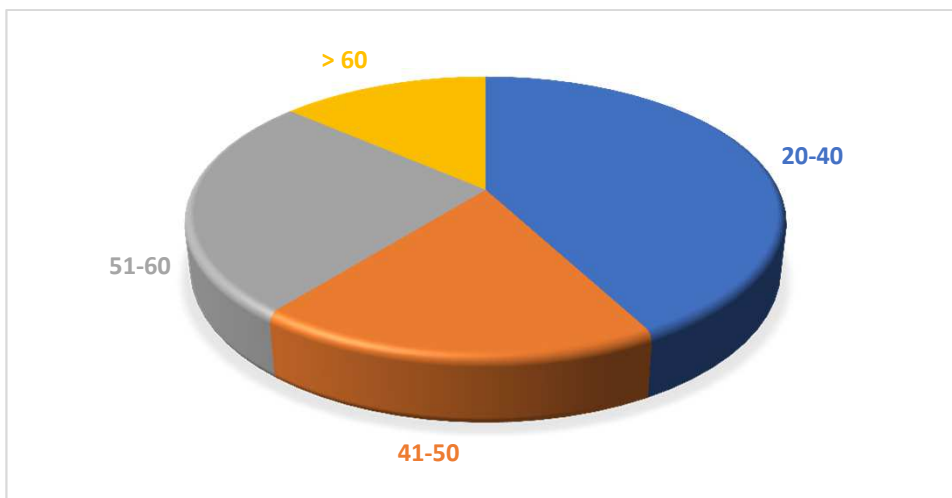
Female	41,9%
Male	48,4%
I prefer to not answer	9,7%



E2

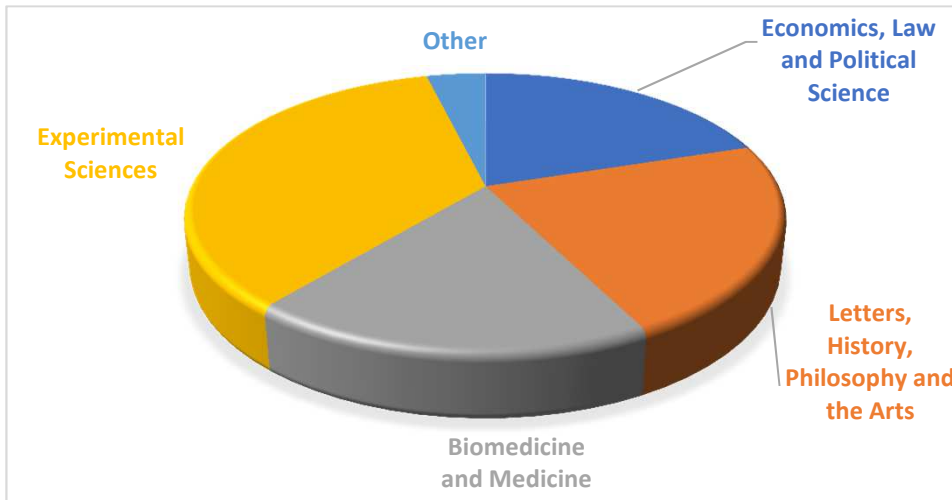
Age

20-40	42,2%
41-50	18,6%
51-60	25,7%
> 60	13,6%



E3 Academic area of activity

Economics, Law and Political Science	20,1%
Letters, History, Philosophy and the Arts	22,4%
Biomedicine and Medicine	18,6%
Experimental Sciences	35,1%
Other	3,8%



E4 Position

Professor (full, associate, other)	36,3%
Researcher (permanent, fixed-term)	26,8%
Research fellow/grant-recipient	9,4%
Doctoral student	27,4%

