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

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

**B1**

*Unisi guarantees freedom in research*

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - strongly disagree</td>
<td>0.9%</td>
</tr>
<tr>
<td>2</td>
<td>4.1%</td>
</tr>
<tr>
<td>3</td>
<td>23.0%</td>
</tr>
<tr>
<td>4 - strongly agree</td>
<td>72.0%</td>
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</tbody>
</table>

**B1.1**

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

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - strongly disagree</td>
<td>1.8%</td>
</tr>
<tr>
<td>2</td>
<td>5.9%</td>
</tr>
<tr>
<td>3</td>
<td>18.0%</td>
</tr>
<tr>
<td>4 - strongly agree</td>
<td>74.3%</td>
</tr>
</tbody>
</table>
**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

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - strongly disagree</td>
<td>2.4%</td>
</tr>
<tr>
<td>2</td>
<td>13.6%</td>
</tr>
<tr>
<td>3</td>
<td>36.3%</td>
</tr>
<tr>
<td>4 - strongly agree</td>
<td>47.8%</td>
</tr>
</tbody>
</table>

**B1.8**

Unisi researchers must avoid plagiarism and respect the principle of intellectual property

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - strongly disagree</td>
<td>0.0%</td>
</tr>
<tr>
<td>2</td>
<td>1.5%</td>
</tr>
<tr>
<td>3</td>
<td>16.2%</td>
</tr>
<tr>
<td>4 - strongly agree</td>
<td>82.3%</td>
</tr>
</tbody>
</table>
Section C: Working conditions of researchers

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

C1  
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*

<table>
<thead>
<tr>
<th>1 - strongly disagree</th>
<th>4.4%</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>21.8%</td>
</tr>
<tr>
<td>3</td>
<td>41.6%</td>
</tr>
<tr>
<td>4 - strongly agree</td>
<td>32.2%</td>
</tr>
</tbody>
</table>

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*

<table>
<thead>
<tr>
<th>1 - strongly disagree</th>
<th>1.2%</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>4.1%</td>
</tr>
<tr>
<td>3</td>
<td>36.3%</td>
</tr>
<tr>
<td>4 - strongly agree</td>
<td>58.4%</td>
</tr>
</tbody>
</table>
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%
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%

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

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

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>41.9%</td>
</tr>
<tr>
<td>Male</td>
<td>48.4%</td>
</tr>
<tr>
<td>I prefer to not answer</td>
<td>9.7%</td>
</tr>
</tbody>
</table>

E2 Age

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>20-40</td>
<td>42.2%</td>
</tr>
<tr>
<td>41-50</td>
<td>18.6%</td>
</tr>
<tr>
<td>51-60</td>
<td>25.7%</td>
</tr>
<tr>
<td>&gt; 60</td>
<td>13.6%</td>
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</tbody>
</table>
### Academic area of activity

<table>
<thead>
<tr>
<th>Field</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economics, Law and Political Science</td>
<td>20.1%</td>
</tr>
<tr>
<td>Letters, History, Philosophy and the Arts</td>
<td>22.4%</td>
</tr>
<tr>
<td>Biomedicine and Medicine</td>
<td>18.6%</td>
</tr>
<tr>
<td>Experimental Sciences</td>
<td>35.1%</td>
</tr>
<tr>
<td>Other</td>
<td>3.8%</td>
</tr>
</tbody>
</table>

### Position

<table>
<thead>
<tr>
<th>Position</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor (full, associate, other)</td>
<td>36.3%</td>
</tr>
<tr>
<td>Researcher (permanent, fixed-term)</td>
<td>26.8%</td>
</tr>
<tr>
<td>Research fellow/grant-recipient</td>
<td>9.4%</td>
</tr>
<tr>
<td>Doctoral student</td>
<td>27.4%</td>
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</tbody>
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