### Section A: 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
- I have heard about it
- I have partial knowledge of it
- I know it very well

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

- I am not familiar with it
- I have heard about it
- I have partial knowledge of it
- I know it very well

### Section B: 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 (1 = "strongly disagree" to 4 = "strongly agree")?**

<table>
<thead>
<tr>
<th>Statement</th>
<th>1 - strongly disagree</th>
<th>2</th>
<th>3</th>
<th>4 - strongly agree</th>
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<tbody>
<tr>
<td>Unisi guarantees freedom in research</td>
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<td>Unisi does not discriminate against researchers on the basis of gender, age, sexual orientation, race, disability, religion or language</td>
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<td>Unisi informs publicly funded researchers of their duties and responsibilities in the management of funds</td>
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<td>Unisi provides a stimulating working and research training environment with adequate equipment, facilities and opportunities for all</td>
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<td>Unisi adequately protects the intellectual property rights of researchers</td>
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<td>Unisi researchers are adequately informed about the University's strategic objectives and research funding mechanisms</td>
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</table>
Section C: 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 (1 = "strongly disagree" to 4 = "strongly agree")?

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

Unisi adequately informs researchers of the regulations regarding safety in the workplace

Unisi adequately informs researchers about legislation regarding data protection and privacy

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

Young Unisi researchers have regular, structured relationships with their supervisors

Unisi is committed to improving the stability of researchers' working conditions

Unisi aims for a representative gender balance at all levels of researchers' careers

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

Unisi implements initiatives for the development of researchers' competencies (soft skills)

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

Unisi ensures that teaching loads are compatible with research activities

Unisi has established appropriate procedures for handling complaints and appeals by researchers
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 (1 = "strongly disagree" to 4 = "strongly agree")?

1 - strongly disagree
2
3
4 - strongly agree

- Unisi ensures the publication and transparency of the rules for the recruitment of researchers
- Unisi adopts policies to help disadvantaged groups access research
- Selection committees include members with diverse experience and expertise from different sectors and reflect an appropriate gender balance
- Unisi ensures the appropriate assessment of academic and professional qualifications of all researchers

Section E: Personal data

E1. Gender

- Female
- Male
- I prefer to not answer

E2. Age

- 20-40
- 41-50
- 51-60
- > 60
E3. Academic area of activity

- Economics, Law and Political Science
- Letters, History, Philosophy and the Arts
- Biomedicine and Medicine
- Experimental Sciences
- Other

E4. Position

- Professor (full, associate, other)
- Researcher (permanent, fixed-term)
- Research fellow/grant-recipient
- Doctoral student

Thank you for participating!