II° Giornata sul Benessere Organizzativo in INAF

30 Oct 2026

Oltre l'accoglienza: supporto concreto per il benessere del personale internazionale INAF

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BASTA PRECARIATO!

In questo momento davvero complicato per la nostra Italia (ma in generale per il mondo), anche il mondo della Ricerca Pubblica sta morendo lentamente:

- In INAF il 40% del personale è precario… Quasi la metà!
- Lo Stato continua a diminuire i soldi per la ricerca di anno in anno
- Gli EPR continuano a fare spallucce
- Nessun concorso pubblico e taglio sui contratti a termine
- Il personale straniero, SCELTO per lavorare in Italia, è abbandonato a se stesso



Ma qui chiudiamo gli occhi
e il naso e andiamo avanti.
E intanto la ricerca muore.



…E se muore la ricerca, muore il futuro.

BUREAUCRACY: A BARRIER TO RESEARCH?



BUREAUCRACY: A NIGHTMARE FOR INTERNATIONAL RESEARCHERS

RESIDENCE PERMIT PROCEDURES
Long waiting times, renewals and administrative uncertainty.

REGULATORY BARRIERS
Difficulties involving permit categories, recruitment and recognition of qualifications.



FRAGMENTED SUPPORT
Different practices, unclear & confused information and uneven institutional assistance.

DISCRIMINATORY TREATMENT & DIGNITY
Xenophobic remarks, hostile treatment and humiliating experiences during administrative procedures.

International researchers face barriers that scientific institutions cannot afford to ignore!

"I explained that I did not speak Italian. At that point, he became very angry. He asked why I had come there if I could not speak the language"

"Torna al tuo paese e dedicati alla vendita di carne"

"They are convinced that screaming Italian in our face will make us understand them"

"One of them forcefully grabbed my arm, ended the call, and pushed me by the neck"

FROM INDIVIDUAL STORIES TO COLLECTIVE ACTION

Listening

Testimonies from INAF and the wider academic community.

Welcome to INAF? (2025)



Documenting

Evidence-based dossier and institutional proposals

Building Momentum

Raising public awareness (Media INAF) → ADI collaboration and engaging institutional representatives

Requesting Action

Open letter formally submitted to INAF leadership

1 October 2026	31 October 2026
Formal submission	Requested Response

The initiative will continue through broader institutional dialogue, in collaboration with ADI and other academic representatives.

INAF Dossier

FROM INDIVIDUAL STORIES TO COLLECTIVE ACTION

Starting from our action, the Consiglio Universitario Nazionale has unanimously adopted a motion calling on the Ministry of University and Research to take action.

The EPR should move in the same direction!

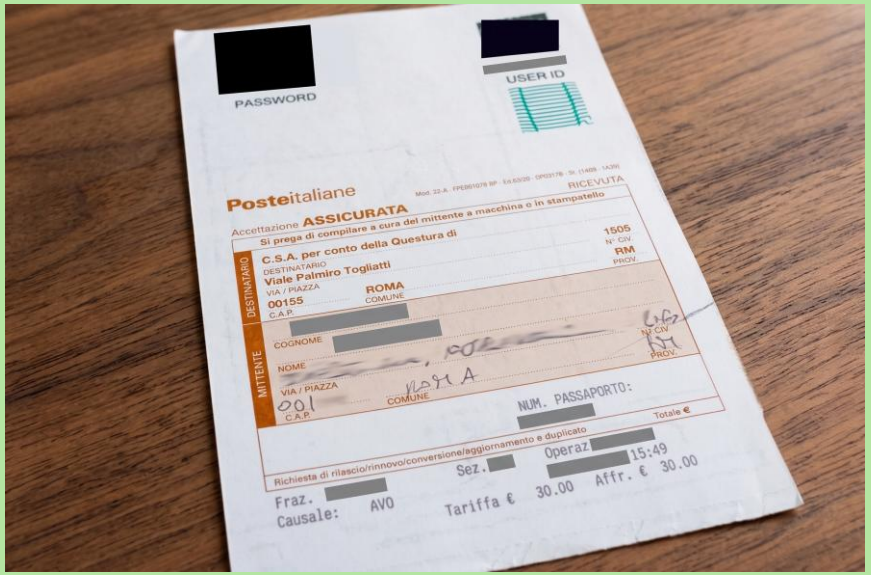
RESIDENCIAL PERMIT PROCEDURE

Application
(with a cost)

Postal receipt
(with a deadline and not valid to travel)

Questura Appointment
(after several months)

Permit issuance
(year by year)





Each step may involve weeks or months of waiting. Renewal often means starting the process again.

Research deadlines are fixed. Administrative timelines are unpredictable.

Beyond the tip of the iceberg:
THE HUMAN AND SCIENTIFIC COST

A residence permit is never just paperwork.

Scientific Mobility

Missed conferences, missions, research visits and collaborations

"A meno che non sia morta tua madre, non puoi uscire dall'Italia, punto."

Recruitment barriers, unstable status and missed opportunities

Career continuity

Everyday life

Barriers to healthcare, housing, banking and essential services

Stress, isolation, prolonged uncertainty and separation from family

Personal well-being

Administrative uncertainty becomes professional and personal vulnerability.

WHERE DOES RESPONSIBILITY LIE?

TERRITORIAL AUTHORITIES
Residence permit processing, appointments, issuance and local administrative practices.

RESEARCH INSTITUTIONS
Clear guidance, trained staff, case management and structured liaison with competent authorities.

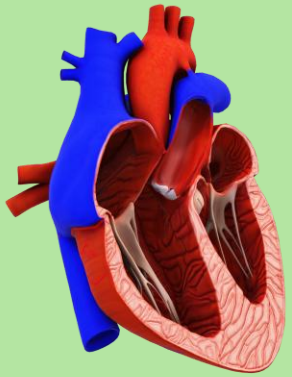
NATIONAL INSTITUTIONS
Regulatory clarification, removal of systemic barriers and coordination across the research system.



**Institutional support can make a difference,
even if it cannot eliminate every external obstacle.**

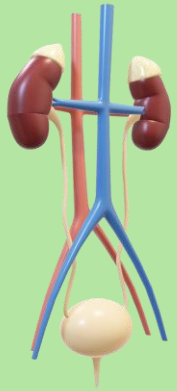
**No one is responsible for everything.
But that doesn't mean no one should be responsible for anything**

WHAT NEEDS TO CHANGE



CENTRAL COORDINATION

Dedicated expertise, staff training, shared procedures and clear accountability



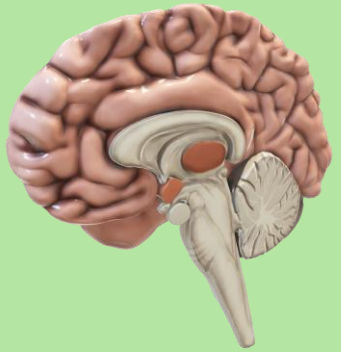
Guidelines
IAPS

LOCAL SUPPORT

Trained administrative contacts, dedicated resources and assistance from pre-arrival to renewal

INSTITUTIONAL DIALOGUE

Formal cooperation with authorities, universities and public research bodies



Not preferential treatment. Institutional responsibility.

BEYOND WELCOME: A SHARED RESPONSIBILITY

Internationalisation does not end with recruitment.



The ‘N’ in INAF stands for National.
But if we want to attract international researchers, perhaps it's time to think beyond that ‘N’.


Guidelines
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Thank you
very much!
Welcome
to INAF?
INAF
Dossier
(2026)