UNIVERSITÀ
DEGLI STUDI
FIRENZE

Social and Sustainability Report 2024

strategies

Summary

Introduction

In the social and sustainability report, the University of Florence illustrates the social and environmental policies that qualify its institutional activities (teaching, research and third mission) and the impacts generated on these plans.

The Social and Sustainability Report is integrated with the Annual Performance Report and the Gender Report, in order to offer a broad view of the results achieved by the University. The document is inspired by international standards for social reporting and the guidelines of the Network of Universities for Sustainable Development (RUS) "The Sustainability Report of Universities", customizing the model according to their policies and the relevance of the issues for the main stakeholders.

The 2024 Social and Sustainability Report consolidates the academic community's participatory approach to reporting: under the coordination of the Delegate for the Budget and the Delegate for Inclusion and Diversity, the document followed a coordinated and shared construction path with the various parties directly involved in the issues being reported, benefiting from the fruitful interventions (just to name a few) of the Pro-Rectors, the Control Room on Well-being, the Green Office, the Energy Manager and the Mobility Manager, and all the offices of the administration.

With a view to greater stakeholder involvement, a short questionnaire was administered to students, technical and administrative staff and teaching and research staff for this edition as well, aimed at acknowledging the relevance of sustainability aspects. The survey showed, almost widely among the categories consulted, a high interest in the environmental impact that the University can generate, with particular attention to energy consumption, the containment of waste production and sustainable mobility. As regards the social and economic impact, the most significant issues for stakeholders concern the degree of access to university education and the employability of graduates and the professional growth of staff.

The unmarked use of the masculine grammatical gender, solely for the purpose of simplification, is to be understood as referring to all persons working within the academic community.

Methodological note

The drafting of the social report represents, for Italian universities, a voluntary but strategic process, aimed at reporting in a transparent and systematic way on the social, environmental and economic impact of institutional activities. This tool is configured not only as a means of communication with stakeholders, but also as an internal governance device, useful for guiding strategic choices and promoting a culture of responsibility and sustainability.

The methodology adopted by Italian universities is mainly inspired by the standards and guidelines proposed by the Network of Universities for Sustainable Development (RUS). These methodological references guarantee consistency, comparability and quality in reporting, while leaving room for specific declinations based on the context and priorities of each university.

The construction of the Social and Sustainability Report of the University of Florence was coordinated by the Delegate for Inclusion and Diversity and the Delegate for Budgets, and its drafting was conducted by the Planning, QA and Evaluation Support Sector. All areas of the University collaborated in the preparation of the contents.

In line with the RUS guidelines, the process of building the social report of the University of Florence was divided into the following phases:

1. **Definition of institutional identity**: referring to what is expressed in the Statute and in the strategic and operational planning documents, the University explains its mission, founding values, strategic vision and priority areas of intervention (teaching, research, third mission). These principles provide the framework for all reporting.
2. **Identification of stakeholders**: the University has identified the main stakeholders in its activities, both internal (government system, students, teachers, technical-administrative staff) and external (local community, businesses, institutions).
3. **Materiality analysis**: to select the topics to be included in the Social and Sustainability Report, the following was done:
    ➢ the Delegates have preliminarily identified, starting from the policies and objectives of the University Strategic Plan, some issues, considered relevant in terms of sustainability and impact on the environment, society and governance, on which to solicit discussion and the contribution of stakeholders;
    ➢ focus groups were conducted with some subjects of the governance system (Vice-Rectors, management areas, institutional bodies) particularly involved on the issues identified (see Figure 1), in order to recalibrate and deepen the dimensions to be reported;

Scope	Political interlocutors	Area amm.va interlocutors	Topics
Patrimony	Delegate for the Enhancement of the University's real estate assets and building development planning	Manager of the Planning and Development of Major Works Area; Manager of the Real Estate Management and Adjustment Area	Interventions for the adaptation and efficiency of the assets
Environment, Resources and Sustainability	Pro-Rector for Technology Transfer, Cultural Activities and Social Impact	Manager of the Economic, Asset and Logistics Services Area; Manager of the Real Estate Management and Adaptation Area; Green Office; Energy Manager; Mobility Manager	Energy consumption, CO2 emissions and production from renewable sources, waste management, Sustainable mobility initiatives

Organizational well-being and inclusion	CUG Group, Wellness Control Room, Confidential Counselor	Head of the Orientation and Inclusion Sector	Services for the inclusion of students and staff, actions for well-being, Effects of work-life balance policies
Internationalization	Delegate for International Relations and Multilateral Agreements	Head of Internationalization Sector	Internationalization and International Cooperation Initiatives, EU-NIWELL

Figure 1 – Calendar of meetings for the construction of the 2024 Social Report

➢ A short questionnaire was administered to students, teaching and research staff and technical-administrative staff, consisting of three questions (inserted at the end of the *customer satisfaction* surveys carried out annually) which ask the interviewee to indicate – in relation to the environmental impact, the socio-economic impact and in the work context that the University can generate – the three items considered most relevant on a list of topics preselected (see fig. 2);

Scope	Theme	Average relevance for key stakeholders (faculty, students, T-A staff)
Environmental impact	Sustainability of energy consumption	72,2%
	Containment of waste production	59,8%
	Promotion of sustainable mobility	54,1%
	Containment of water consumption	47,0%
	Commitment to responsible purchasing	36,2%
	Promotion of biodiversity	30,8%
Social and economic impact	Access to university education	53,5%
	Promotion of equal opportunities and inclusion	34,6%
	Quantity and quality of scientific production	31,2%
	Technological innovation and entrepreneurship development	26,7%
	Economic sustainability	22,8%
	International relations and cooperation	16,3%
	Accountability of its policies and digitalisation	6,5%
Impact in the work context	Staff training and development	66,8%
	Equity and inclusion in access to services and career paths	60,2%
	Safety in the workplace	53,0%
	Transparency of decision-making processes	46,0%
	Economic benefits	43,5%
	Participation in decision-making processes	30,4%

Figure 2 – Average questions and results of the materiality questionnaire administered to the main stakeholders of the University of Florence.

The materiality matrix (see Figure 3) highlights the level of relevance attributed by the various stakeholders to certain issues. The graph shows on the X axis (Relevance for the University) the issues set out in the 2025-2027 Strategic Plan, assigning greater value to those related to institutional activities that foreshadow greater socio-cultural and environmental impacts. On the Y-axis, on the other hand, the importance attributed by students, teaching and research staff and technical-administrative staff to the issues identified in the materiality survey is represented. In order to correctly integrate the themes that emerged from the analysis of the Strategic Plan with those of the survey, the latter were mapped one by one, identifying semantic clusters and

conceptual similarities that made it possible to aggregate the two plans in the categories represented in the graph.

On the basis of the materiality matrix, the reporting perimeter was defined.
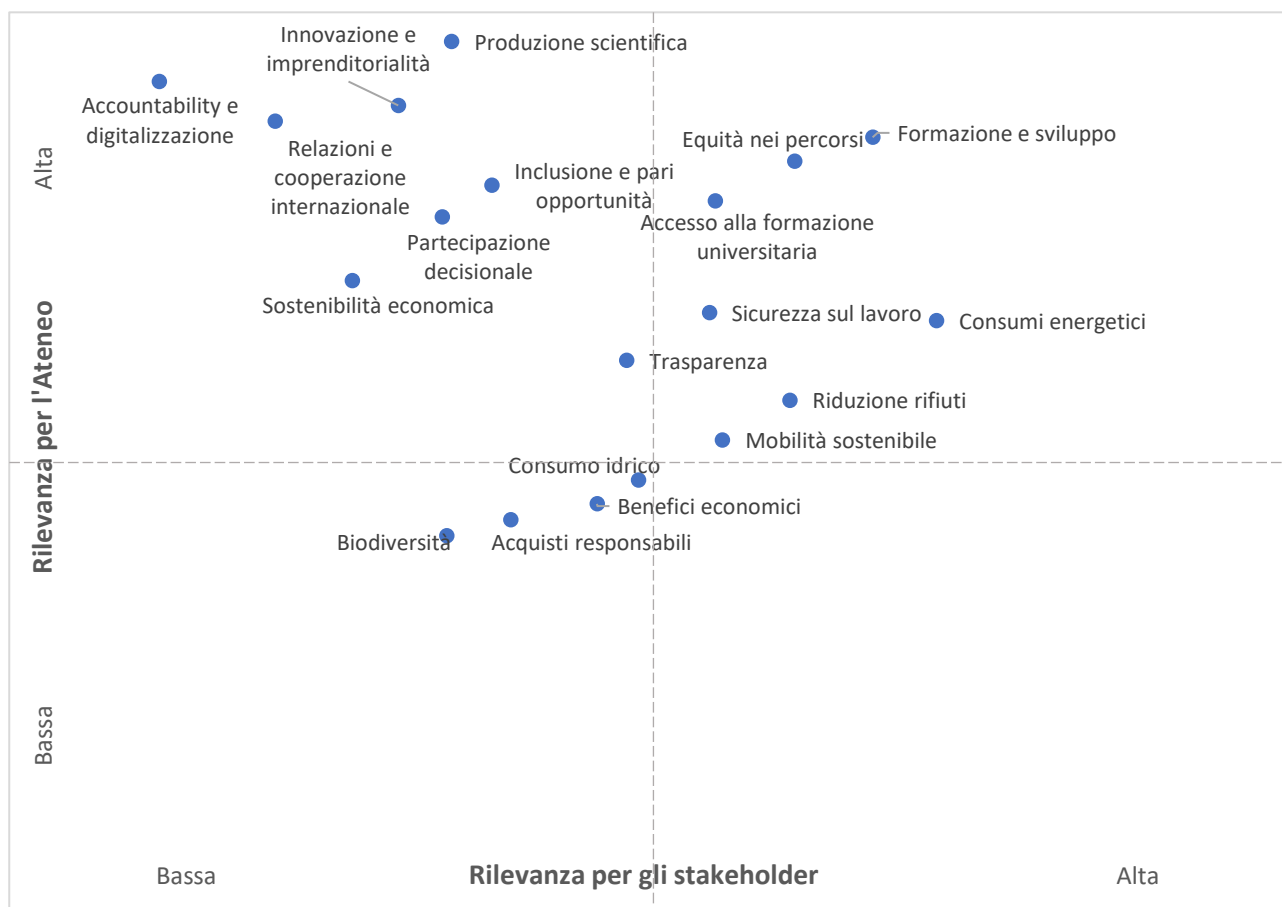
Figure 3 – Materiality matrix for the construction of the 2024 Social Report

4. **Data collection and systematization**: in relation to the issues identified as salient, quantitative data (ANVUR, MEF, service output, customer satisfaction indicators...) and qualitative data (description of projects, initiatives, impacts) were collected, coming from internal sources and from specific surveys conducted ad hoc.

5. **Preparation and dissemination**: the report has been structured in thematic sections consistent with those defined by the Strategic Plan. The document deliberately adopts a streamlined approach, referring to other documents for any further information on specific aspects. For each piece of data, the sources used are cited. The report, also translated into English, is submitted to the University Governing Bodies for validation and is published on the institutional website and disseminated through institutional communication channels.

In the process of building the University's social and sustainability report, the following are identified as areas for improvement for future editions: the involvement of external stakeholders; the establishment of a set of key indicators (KPIs) for each of the relevant topics; the representation of the social relationship, i.e. the contribution of the university towards the various interest groups, using qualitative and quantitative indicators to measure the performance and impact of policies, also with reference to the Sustainable Development Goals.

1 | Identity, organization and strategies

1.1 The Knowledge Habitat

The University of Florence is one of the largest public organizations for research and higher education in Italy. It inspires its action on secular, pluralistic principles free from any conditioning; It works for the dissemination of knowledge, the promotion of research and the development of culture, guaranteeing the right to study to all those who are animated by the desire for knowledge in a context of equal opportunities.

The University is organized into 21 Departments and 10 Schools. It is home to inter-university research centres of primary importance at international level, such as the LENS (European Laboratory of Nonlinear Spectroscopies) and the CERM (Centre for Magnetic Resonance), and hosts the headquarters and sections of the CNR, INFN, INRIM research institutes, as well as 9 national research consortia and 17 inter-university research centres.

It has a bibliographic heritage of over three and a half million documents and an equally large digital collection. The Museum System of the University of Florence includes the Museum of Natural History (the most important Italian naturalistic museum, home to the museums of anthropology and ethnology, botany, geology and paleontology, the botanical garden and the "La Specola" museum), the complex of Villa La Quiete and Villa Galileo. The University also takes care of the conservation and enhancement of cultural and archival heritage of great value through the work of renowned study and research centers, such as the "Girolamo Vitelli" Papyrological Institute and the "Aldo Palazzeschi" Study Center.

The presence in the area is widespread, with offices in various points of the city and even beyond the urban area (Sesto Fiorentino, Calenzano, Empoli, Prato, Pistoia, Borgo San Lorenzo).

The University has a vast and diversified educational offer in all disciplinary areas and in all cycles of university education, and a student community of about 61,000 students, making it one of the 9 Italian mega universities; the effectiveness of its training courses is evidenced by the employment rate of Unifi graduates, higher than the national average.

For the number and scientific-disciplinary variety of its researchers, for the intense participation in research programs of significant national and international interest, for the scientific results achieved, the University of Florence qualifies as a strongly research-oriented university, with
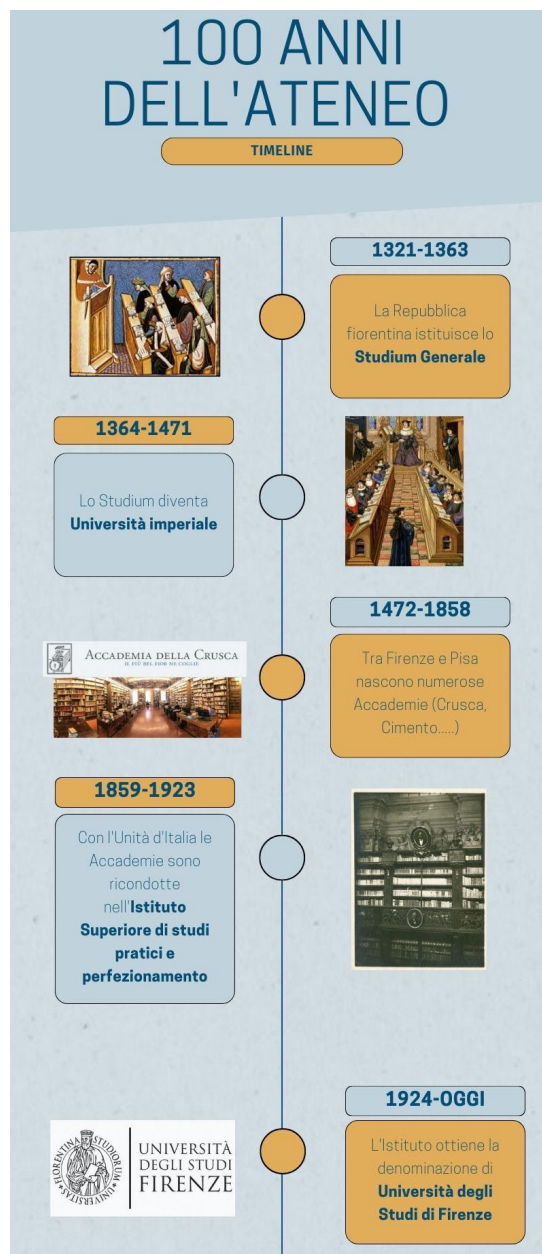

Figure 4 - History of the University of Florence.

🔗 The University

🔗 Statute

🔗 Code of Ethics

🔗 Strategic Plan 2025-2027

excellent positions in national and international evaluations.

The relationship with external actors (local, national and international bodies and companies, the third sector, civil society) is also solid and productive to promote the exchange of knowledge and research-based innovation in society.

Values

Articles 1 and 2 of the Statute set out the general principles on which the University is inspired. The Code of Ethics commits all members of the university community to adopt appropriate behaviours to achieve and disseminate the fundamental values of legality, solidarity and the rejection of all discrimination, ensuring respect for and application of the general principles indicated by the Statute.

Autonomy and participation of the entire University as a community	*Internationalization and cooperation*
Freedom of research, teaching and learning	*Technological and digital innovation, sustainable development*
Pluralism	*Inclusion: accessibility and equal opportunities*
Independence	
Protection of the right to education	*Right to health*
Protection of the freedom and dignity of the person	*Safety of work and study environments*
	Freedom of association and expression
Promotion of cultural growth and democracy	*Fairness and impartiality*

Institutional missions

Research, higher education, cooperation with society

The statutory missions commit the University to work for inclusive and innovative teaching and to contribute, through research in all fields of knowledge and the application of its results, to the social, cultural and economic growth of the territory, the country and the world.

> *Working for the free development and exchange of knowledge and higher education*
> *To encourage the development of critical knowledge, open to the exchange of information and to the cooperation and interaction of cultures, as a factor of progress and a tool to contribute to the affirmation of the dignity of all men and to the just and peaceful coexistence among peoples*
> *Ensuring the development, innovation, valorisation and exchange of knowledge for the benefit of individuals and society as a whole*

The vision

Stand out as a leading player in the creation of a knowledge society

The vision projects the University into the future that it wants to help generate: a society that bases its development and competitiveness on knowledge, research and innovation, which grows in a sustainable way, in compliance with the principles of social justice.

> *To train competent and responsible citizens, promoting innovative training courses and supporting the progression of students' careers*
> *Stimulate the advancement of knowledge to address local and global challenges, promoting basic and applied research, interdisciplinarity and open science*
> *Increase public engagement and knowledge exchange to contribute to the development of society and the territory*
> *Promoting the psycho-physical well-being, inclusion and personal and professional growth of individuals*
> *Rationalise the University's logistical structure in the area, equipping itself with adequate spaces with respect to institutional needs and ensuring sustainable development*

The University's commitment in the areas in which it operates is rewarded by the significant results obtained in the rankings in which it participates (see Figure 5). In particular, Unifi ranks first nationally in **the THE Impact 2025 ranking** together with the Universities of Bologna and Padua and the Politecnico di Milano, and is first in the ranking on "Sustainable consumption and production" (SDG 12) and second in the "Fight against climate change" (SDG 13), "Quality of education" (SDG 4) and "Defeat Poverty" (SDG 1).

Ranking 2024		
Ranking Name	Position among Italian universities	Position among the world's universities
QS	9°	375°
QS Sustainability	9°	278°
THE	16°	Range 354°-400°
THE Impact	4°	Range 101°-200°
Green Metric	12°	203°
Arwu	9°	Range 301°-400°

Figure 5 – The University in the 2024 Rankings.

1.2 Stakeholders

The University interacts with an articulated audience of actors, both internal and external to the academic community. Stakeholders are all those subjects who condition the action and management methods of the University of Florence, or whose evaluations and decisions, vice versa, are substantially influenced by the activities and results of the University.

Figure 6 - Unifi's main stakeholders.

The involvement of stakeholders in the University's decisions takes place through representatives in the Governing and Control Bodies, customer satisfaction surveys and other forms of needs surveys, as well as the dense network of relationships that the University maintains with bodies and institutions. The solicitations of all social partners become an element of planning and evaluation of results.

The academic community (students, teaching and research staff, technical and administrative staff) is the one that has contributed most to identifying the most significant issues for the environmental and social sustainability reporting presented in this Report.

1.3 Institutional and organisational set-up

The organisational model of the University of Florence, defined by the Statute and by the other regulatory and organisational acts, guarantees the oversight of the institutional missions and services provided by the University, also through a system of delegations that reflect the areas expressed in the vision. All components of the academic community, including students, have the right to their own elected representation in central and decentralized academic bodies. For the coordination of Quality Assurance processes, the University makes use of the University Quality Assurance Committee.

For the oversight of sustainability strategies, the University has identified specific figures and offices, including: the Delegate for Inclusion and Diversity; the Control Room for Wellness; the Green Office; the Energy Manager; the Mobility Manager.

The University of Florence is divided into 21 Departments, fundamental organizational structures for the planning and exercise of training, research and technology transfer activities. The coordination of the teaching activities given in the degree courses, in the master's degree courses, in the specialization schools, and the management of the related services takes place within the 10 Schools, each consisting of one or more Departments. Research Centres have been set up in various areas to carry out research activities of significant commitment on multi-year projects involving several Departments or other bodies. The University also includes numerous Service Centres, structures with managerial autonomy, also established in collaboration with other universities and with public and private bodies for the provision of support services for teaching activities, research, knowledge transfer, for the enhancement of cultural heritage and for the promotion and dissemination of research products and teaching tools. also through publishing activities. Among these, the Museum System, the Library System and the University Information System are of statutory importance.

The University of Florence also participates in the regional health system with the Careggi and Meyer University Hospitals (children's hospital) and collaborates with the institutions and companies located in the metropolitan city for applied research activities and knowledge enhancement. He is involved in various capacities in about 60 private law entities, of which he holds shares in different entities, and/or in which he is present through the power to appoint the top management or members of the bodies. Of these, the legal entities that, pursuant to art. 1 of D.I. no. 248/2016, fall within the scope of consolidation of the financial statements of the University of Florence are: Azienda Agricola Montepaldi S.r.l., a company controlled by the University with 100% of the capital and which has as its main purposes the activity of training, research and technical assistance in the agricultural, forestry and environmental sectors, for which a new and ambitious management project was launched during 2024 entrusted to the Società Agricola Benefit Montepaldi – Terre di Rinascimento srl, to create an innovation and experimentation center dedicated to regenerative agriculture and integral ecological development; the Foundation for Research and Innovation (FRI), in which the University of Florence exercises the majority of votes in the shareholders' meeting and which is also participated in and supported by the Metropolitan City of Florence and the Cassa di Risparmio Foundation.

More characterizations of the organizational structure are present in the PIAO. The time series relating to teaching, research and technical-administrative staff are reported in Appendix (A.1); the breakdown by gender is presented in the Gender Report. All data relating to the remuneration of top management roles and personnel costs are published in the Transparent Administration section of the University website.

🔗 PIAO

🔗 Transparent administration

🔗 Budget Gender

Organs		
Governing bodies	**Control bodies**	**Advisory, guarantee and protection bodies**
Rector, Vice-Rectors and Delegates Board of Directors Academic Senate General Manager	Evaluation Unit Board of Auditors	Board of Department Directors Disciplinary Board Single Guarantee Committee for Equal Opportunities (CUG) Guarantor of rights Guarantee Commission for the verification of violations of the Code of Ethics Technical Administrative Committee

Teaching and research facilities

21 Departments	**10 Schools**
Biomedical Area: Experimental and Clinical Medicine Neuroscience, Psychology, Drug Area and Child Health (NEUROFARBA) Biomedical, Experimental and Clinical Sciences "Mario Serio" Health Sciences (DSS)	Agrarian Architecture Economics and Management
Scientific area: Biology (BIO) Chemistry "Ugo Schiff" Physics and Astronomy Mathematics and Computer Science "Ulisse Dini" (DIMAI) Earth Sciences (DST) Statistics, Computer Science, Applications "G. Parenti" (DISIA)	Jurisprudence Engineering Psychology Human Health Sciences
Social Sciences Area: Science for Economics and Business (DISEI) Legal Sciences (DSG) Political and Social Sciences (DSPS)	Mathematical, Physical and Natural Sciences Political science
Technology Area: Architecture (DIDA) Agricultural, Food, Environmental and Forestry Sciences and Technologies (DAGRI) Civil and Environmental Engineering (DICEA) Information Engineering (DINFO) Industrial Engineering (DIEF)	Humanities and Education
Humanities and Education Area: Humanities and Philosophy (DILEF) Education, Languages, Interculture, Literatures and Psychology (FORLILPSI) History, Archaeology, Geography, Art and Entertainment (SAGAS)	

Administrative organization

Central government: 11 Management Areas **Administrative support to teaching and research facilities**	**Service Centers:** **University Museum System** (SMA) **University Library System** (SBA) **Information System of the University of Florence** (SIAF) **Other 23 service centers**

Figure 7 - Institutional and organizational structure of Unifi as of 31/12/2024. For the composition and functions of the bodies indicated, please refer to the links provided.

1.4 The University in the area

The University has a **strong presence in the area**, with offices in various parts of the city and in the neighboring municipalities (Sesto Fiorentino, Calenzano, Empoli, Prato, Pistoia). The strategies include the strengthening of peripheral centers, to ensure an even more solid service throughout the metropolitan area.
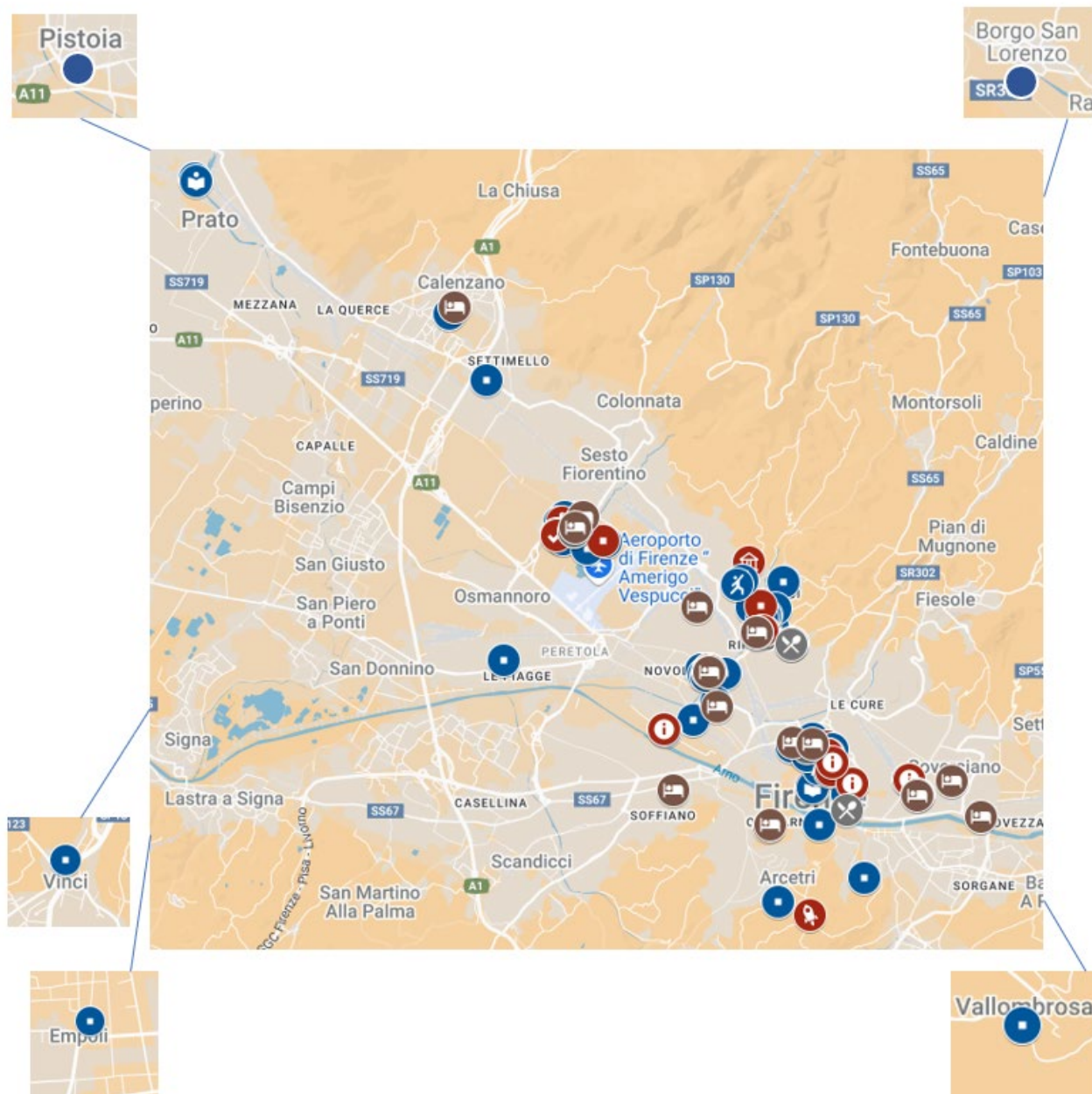
🔗 University locations

Figure 8 - Map of the University of Florence in the metropolitan area.

1.5 Real estate

The real estate assets of the University of Florence consist of more than one hundred owned buildings, plus a number of just under a hundred buildings of other origin (state property granted for use, in consortium, on loan or concession from third parties for free use), for a total amount of almost 500,000 square meters of net area (see fig. 9).

Real estate owned by the University of Florence		
Name of the building	Common	Net area sqm
Donizetti	Florence	1.059
Quaracchi	Florence	6.415
Restoration	Florence	837
St. Clement	Florence	5.041
Pharmacology/Physiology (and annexes)	Florence	5.246
Villa Ruspoli	Florence	1.357
Mansion	Florence	1.095
Convent of Santa Marta (and annexes)	Florence	17.784
Palazzo Fenzi	Florence	5.225
Former Church	Florence	490
Pathology	Florence	6.171
Hygiene	Florence	4.757
Mona Tessa (and annexes)	Florence	4.386
Medical Library and Medicine Presidency	Florence	4.310
Human Health Centre largo Brambilla	Florence	10.557
Orbatello	Florence	3.224
Dentistry	Florence	2.794
Agricultural biotechnology	Florence	2.111
Ulisse Dini	Florence	4.230
Former Newspaper Library	Florence	1.418
Computer Center	Florence	1.558
Cube viale Pieraccini	Florence	14.957
Novoli Pole (overall)	Florence	55.107
Sports hall (and annexes)	Florence	2.196
Outdoor sports fields	Florence	439
Former San Lorenzo Oratory	Florence	264
Calamandrei (overall)	Florence	14.081
Palace of the Devils	Florence	697
Former Farmitalia	Florence	3.454
Ex Lambruschini	Florence	1.845
Ex Nerbini	Florence	1.180
Santa Reparata	Florence	3.080
Psychology	Florence	4.598
Multifunctional	Florence	30.360
Various apartments and more	Florence	1.264
Engineering Laboratories	Calenzano	4.477
Sesto F.no Scientific Centre (overall)	Sesto Fiorentino	74.081
Total owned buildings	Florence, Calenzano, Sesto F.no	**302.145**
Real estate assets of the state property granted for use to the University of Florence		
Total state property buildings in use	Florence, Lipari	**72.705**
Real estate assets on loan or concession from third parties for free use by the University of Florence		
Total buildings on loan or concession	Florence, Calenzano, sixth F.no, Pistoia, Prato	**78.183**
Real estate assets in consortium of the University of Florence		
Total buildings in the consortium	Florence	**15.923**

Figure 9 – University real estate assets

Most of the campuses in the historic center of Florence occupy historic buildings, such as convents, which are internally characterized by the green cloister where students can stop and interact with each other. The opportunity to experience the city center is unique, a real inspiration for students of arts and architecture but also for Erasmus students who come to study in Florence every year. The Departments and the School of Engineering are located at the Santa Marta Complex, whose main building, called Villa Cristina, was built in the 1400s. The

Agricultural Centre, on the other hand, is set in the splendid context of the Medici Park of the Cascine. These locations are flanked by more modern facilities, such as the Social Sciences Hub, located in the Novoli district, near the Palace of Justice and San Donato Park, the Biomedical and Technological Hub in the area of the hospital complexes of Careggi, Meyer (the pediatric hospital) and CTO (Orthopedic Trauma Center) and the Scientific and Technological Center located in Sesto Fiorentino.

The University pays continuous attention to the management of these structures, with extensive maintenance work to preserve, conserve and enhance the existing spaces. No less important is the design dedicated to the creation of new spaces, intended for the primary functions of the University (teaching and research). In the implementation of building stock development initiatives, increasing attention is paid to environmental sustainability (see § 6.2), especially in terms of energy efficiency.

🔗 Building plan

Building projects of the University of Florence
Agricultural Project: construction of three buildings to be used as teaching, research and teaching laboratories (net area about 11,100 square meters) and foundation system for two other buildings.
Aulario Careggi Project: construction of a new building for auditoriums, classrooms and rooms for individual study (net area about 8,000 square meters).
Construction of a new classroom building in the Sesto Fiorentino Science and Technology Centre to meet the needs of teaching spaces.
Redevelopment of the Santa Marta complex: conservative restoration and functional redevelopment.
Conservative renovation and functional reorganization of the building called "Ex Geografia" in Via Laura: conservative restoration and functional redevelopment for new spaces to be used as offices and administrative services.
New building with modular structure for the C.E.T.E.C.S. and C.R.I.S.T. - Polo Scientifico e Tecnologico di Sesto Fiorentino centres: building on two levels (gross area of about 1,340 square metres) serving the centres of the Department of Chemistry.
Completion of the "RISE B" for research laboratories for the needs of the Sesto Fiorentino Scientific and Technological Centre: expansion of the existing building.

Figure 10 – Main University building projects

1.6 Policies and strategies

The University's policies and strategies are aimed at ensuring quality and sustainability in all areas of intervention.

2024 concludes the planning cycle launched with the 2022-2024 Strategic Plan; the 2025-2027 Strategic Plan, in substantial continuity with the previous one, relaunches the lines of development of institutional missions, underlining the commitment to responsible, inclusive and sustainable management in every area of activity (see fig. 11).

Ambito/Missione	Visione	Obiettivo strategico
1. La didattica del futuro	Formare cittadini competenti e responsabili, promuovendo percorsi formativi innovativi e di eccellenza e sostenendo la progressione delle carriere degli studenti	1.1 Sperimentare metodologie didattiche innovative
		1.2 Ampliare l'accesso e l'efficacia della formazione universitaria
		1.3 Accrescere l'attrattività e l'efficacia dei corsi di Dottorato
		1.4 Promuovere l'internazionalizzazione della didattica
2. L'eccellenza scientifica nella ricerca	Stimolare l'avanzamento delle conoscenze per affrontare le sfide locali e globali, promuovendo la ricerca di base e applicata, l'interdisciplinarietà e la scienza aperta	2.1 Promuovere la ricerca interdisciplinare
		2.2 Creare un ambiente di ricerca dinamico e aperto
		2.3 Incrementare la dimensione internazionale della ricerca
3. La presenza e l'impatto dell'Ateneo nella società	Incrementare l'impegno pubblico e l'interscambio delle conoscenze per contribuire allo sviluppo della società e del territorio	3.1 Consolidare le collaborazioni con il mondo delle imprese, gli enti pubblici e del terzo settore, la società civile, le realtà internazionali
		3.2 Favorire l'innovazione a vantaggio della collettività
		3.3 Incrementare l'impatto sociale delle iniziative di Public Engagement
		3.4 Promuovere l'immagine dell'Ateneo
4. Il benessere delle persone	Promuovere il benessere psico-fisico, l'inclusione e la crescita personale e professionale degli individui	4.1 Consolidare le politiche per l'inclusione
		4.2 Promuovere stili di vita sani
		4.3 Valorizzare il personale
5. L'ambiente e le infrastrutture	Razionalizzare l'assetto logistico dell'Ateneo sul territorio, dotandosi di spazi adeguati rispetto alle esigenze istituzionali e garantendo uno sviluppo sostenibile	5.1 Consolidare la presenza dell'Ateneo nelle province di Firenze-Prato-Pistoia
		5.2 Migliorare l'impronta ambientale dell'Ateneo

UNIVERSITÀ DEGLI STUDI FIRENZE

Figure 11 - Objectives of the 2025-2027 Strategic Plan.

University policies for quality and social and environmental sustainability
Didactics The University is committed to ensuring a wide, varied and constantly updated educational offer according to scientific innovation and emerging economic, social and professional needs, so as to promote the professional integration of graduates and contribute to the growth of the country, placing the needs of learners at the center of training courses and the learning experience and reducing obstacles to a full realization of the right to study.
Research, knowledge transfer and public engagement The University promotes the creation and enhancement of knowledge in the social and productive fabric, creating an attractive and inclusive environment for researchers, capable of stimulating productivity and competitiveness, equipping itself with cutting-edge research infrastructures, enhancing research training and education on research integrity and expanding collaborations with the business world, the public sector and civil society, both through technology transfer and Public Engagement.
Social sustainability and inclusion The University promotes the values of equality, inclusion and the fight against all forms of discrimination (gender, sexual orientation, age, disability, religious confession, ethnic and social origin, language, political and ideological beliefs), implementing an integrated organizational approach to inclusion issues. To this end, the Scientific Technical Committee has been set up to support actions on inclusion and diversity issues and the Unifi Include desk has recently been activated. In addition, the University acknowledges the requests of the Single Guarantee Committee for equal opportunities, non-discrimination and the well-being of those who work (CUG). The right to education, accessibility, gender equality, development cooperation and international protection are some of the dimensions on which the concept of inclusion in the University is declined; policies in this regard are set out in the Strategic Plan, the Positive Action Plan and the Gender Equality Plan.
Legality

The University of Florence believes in the participatory construction of a shared culture of legality, based on the concept of social responsibility. The strategic objectives in this regard are set out in the Three-Year Plan for the Prevention of Corruption and Transparency, which is an integral part of the PIAO, to which reference is made for general and specific risk treatment measures, aimed at ensuring that the University's processes are carried out in compliance with the values of fairness, equity and efficiency.

Protection of health and safety in the workplace

The University of Florence adopts the concept of health as defined by the World Health Organization: a state of **physical, mental and social well-being**. The University contributes to the promotion of the health of the academic and local community by ensuring the healthiness of study and work environments and health surveillance, promoting institutions for work-life balance and healthy lifestyles, offering basic health care services for off-site students and psychological counseling, putting its skills and resources at the service of the Regional Health System, through the Careggi and Meyer University Hospitals. The University of Florence is also the proponent of the only **innovation ecosystem** dedicated to life sciences funded under the PNRR, called **THE – Tuscany Health Ecosystem.**

Technological innovation and digital transition

The University is involved in the achievement of the objectives of the Italian and European Digital Agenda , aimed at spreading the use of information and communication technologies, in order to simplify access to services for people, make the processes of public administrations more efficient, and promote innovation and economic growth. The University's action program is set out in detail in the Three-Year Plan for Information Technology and aims to increase the number and quality of services offered digitally, with particular attention to accessibility aspects, improve the offer of connectivity services, and provide increasingly interoperable services.

Environmental sustainability

The University's commitment to this issue is aimed, on the one hand, at reducing the environmental impact generated by its activities, through **procurement policies that are attentive to** environmental and social criteria at all stages of the purchasing process, reduction and virtuous waste management, incentives for sustainable mobility, energy efficiency interventions; on the other hand, at seeking innovative solutions and promoting the culture of sustainability in the community academic and all citizens.

University's contribution to the Sustainable Development Goals

The University's contribution to the Sustainable Development Goals of the UN 2030 Agenda, aimed at promoting global development and human well-being and protecting the environment, is achieved both in the performance of institutional missions and with conscious management choices. This commitment is also recognized and appreciated in the main international rankings dedicated to sustainability: for the fourth consecutive year, the University of Florence records a positive trend and ranks 225th in the world ranking of UI Green Metric (with an advance of ninety-seven positions), has moved from the range 201-300 to the range 101-200 in the new ranking of The Impact Rankings and in the 2023 sustainability ranking of the QS World University Rankings it obtained a score of 144, ranking 147th in the international ranking.

2|Teaching and students

2.1 Educational offer

The University's educational offer includes Bachelor's Degree Courses, Single-Cycle Master's Degrees, Master's Degrees, Research Doctorates and Specialization Schools, as well as a wide range of postgraduate courses, designed for the deepening and continuous enrichment of skills: 1st and 2nd level Master's Degrees, Advanced Courses, Professional Refresher Courses, Training courses for teachers and educators. The updating and innovation of teaching paths and methodologies is constant, in line with the demand for training and learning needs expressed by students and the production and cultural system and with the profiles of excellence of the research carried out at the University.

🔗 Course catalog

🔗 Postgraduate

Bachelor's and Master's degree courses		
	2023-2024	**2024-2025**
Bachelor's degrees	62	64
Master's degrees	75	75
Single-cycle degrees	9	9
Joint degree degrees	2	2
Double degree degrees	36	36
Multiple degree degrees	2	2
Bachelor's Degrees in English	15	14
Postgraduate courses		
	2023-2024	**2024-2025**
PhDs	24	31
Master's Degree I and II level	78	69
Graduate schools	57	56
Professional refresher courses	12	8
Advanced courses	46	44
Training courses for teachers qualifying courses of 30, 36 and 60 CFU + specialization course for the support of pupils with disabilities)	14 + 1	21 + 1

Figure 12 – University educational offer 2023-24 and 2024-25.

2.2 Teaching on sustainability issues

The educational offer of the University of Florence covers almost all disciplines, and issues – including interdisciplinary ones – related to sustainability are increasingly present at all levels of the educational offer. For almost half of the courses taught in the degree courses in the A.Y. 2024/25, the professors showed a direct relevance to the Sustainable Development Goals (2,394 out of a total of 5,530 courses analyzed). Among the most selected SDGs are goals 3 "Good health and well-being" and 4 "Quality education", but equally significant are the data relating to the commitment of courses of study to the other SDGs of the 2030 Agenda (see Figure 13).

UNIFI and SDGs courses		
SDGs	Number of SDGs-related courses	Name of SDGs-related courses
1 – No Poverty	36	Agriculture, Development and Poverty, Energy Poverty and International Policies, Agricultural Machinery Engineering, Measurement and Causes of Poverty
2 – Zero Hunger	55	Food and Human Nutrition, Tree Crops for Food Matrices, Molecular Plant Pathology and Eco-sustainable Control, Applied Dietetic Technical Sciences
3 – Good Health and Well-being	549	Clinical Psychological Counseling, Health and Education Economics, Hygiene and Health Promotion, Social Health Psychology and Wellness Promotion
4 – Quality Education	652	Computer Skills for Humanities, General Didactics for Teacher Training, Sociology of Cultural Processes, Social Pedagogy and Peace Education
5 – Gender Equality	162	Gender and Citizenship, Labour Economics and Gender, Gender Pedagogy, Gender History
6 – Clean Water and Sanitation	53	Water & Energy, Sustainable Water & Waste Management in Urban Environment, Water Treatment Plants, Watershed Hydrology
7 – Affordable and Clean Energy	183	Sustainable Energy for the Environment, Industrial Energy Management, Advanced Energy Systems, Systems and Solutions for Energy Transition
8 – Decent Work and Economic Growth	180	Bank Management and Sustainable Finance, Labour Law, Labour Psychology, Industrial Safety
9 – Industry, Innovation and Infrastructure	431	Industrial Technical Design, Drones for Urban and Territorial Georeferenced Survey and Analysis of Spatial Data, Management of Industrial Plants, Seismic Engineering
10 – Reduced Inequalities	166	Law of Foreigners and Immigration, Languages of Diversity in Complex Societies, Social Psychology, Tolerance and Otherness in Modern Europe
11 – Sustainable Cities and Communities	401	Analysis of the territory and settlements, Analysis, recovery and enhancement of the Historic Garden, Landscape Architecture, Constructions in Seismic Zones
12 – Responsible Consumption and Production	356	Biotechnology for Eco-sustainable Animal Production, Food Chemistry and Analysis, Food Quality and Culture for Tourism, Optimization and Innovation of Production Processes
13 – Climate Action	370	Ecosystem Services and Climate Change, Environmental Policy, Environmental Psychology, Environmental Impact Assessment
14 – Life Below Water	60	General Biology and Zoology I, Management and Rehabilitation of River Systems, Environmental Microbiology, Sustainability and Biological Crises
15 – Life on Land	164	Regional Plant Diversity, Fungal Interactions, Plants, Environment, Protection of Ornamental Crops from Phytophagous, Forest Soils
16 – Peace, Justice and Strong Institutions	178	European Union Law, Human Rights: the Catholic Perspective, Advocacy of Rights Through Law: Introduction to the Clinical Study of Law, Sociology of Cultural Processes, Theory of Conflict and Mediation
17 – Partnership for the Goals	49	International Law, Economics and Management of Complex Humanitarian Emergencies, Geoeconomics and Geopolitics of Sustainable Development, Social Pedagogy and Peace Education

Figure 13 – Affinity of the Unifi Degree Courses with the SDGs: distribution on the courses of the 2024/25 offer for which the fields relating to the SDGs have been filled in on Syllabus and courses delivered by the Unifi Degree Courses relevant to the SDGs. Source: Green Office

2.3 Students

The commitment to a varied and quality educational offer, the inclusive choices made on the student contribution system and the widespread orientation activity in entry and itinere have made it possible to record a significant growth in career start-ups and in the total number of students enrolled in Bachelor's and Master's Degree Courses in the three-year period 2021-2023 (see fig. 14), which also appears consolidated in the provisional data for the academic year 2024/2025. The geographical area of origin of the students is mainly regional (about 75%). The families of origin mainly belong to the middle social class (about 54%) and the majority is the percentage of first-generation graduates, without parents who graduated in the family (about 66%). Foreign students (with residence abroad) are about 1% of those enrolled.

Bachelor's and Master's degree courses	Students enrolled A.Y. 2021/2022	Students enrolled A.Y. 2022/2023	Students enrolled A.Y. 2023/2024	Enrolled A.Y. 2024/2025
Bachelor's degree/Master's degree	43.672	44.458	45.345	46.373
Master	10.436	9.995	9.899	10.204
Level I Master's Degree	541	570	554	455
Master's Degree II level	436	579	648	636
Postgraduate Schools (Medical Area)	2.092	2.006	2.091	n.a.*
Postgraduate Schools (Non-Medical Area)	154	239	100	n.a.*
Qualifying paths for teachers of lower and upper secondary schools	-	-	477	n.a.*
Specialization course for support for students with disabilities	385	406	639	503
Data not available at the time of writing				

Figure 14 – Students enrolled in degree programmes. Source: University Statistics Bulletin (Data as at 30 April of each year) and University Datawarehouse (extraction as at 6 June 2025).

There is room for improvement in relation to the regularity of the study paths for students enrolled in I and II level courses (see Figure 15), for which the University is implementing orientation and tutoring initiatives (see § 2.5).

	Type of degree program		
Indicator	Bachelor's Degree	Single-cycle master's degree	Two-year Master's degree
Average duration of studies (graduation year 2024)	4,2	6,9	3,1
Regularity in studies (ongoing)	53,7%	38,2%	52,8%
Study periods abroad during the course of study	8,1%	19,4%	8,8%
Training or work placements recognised by the course of study	46,7%	69,9%	75,5%
Work experience during the course of study	74,0%	69,5%	74,6%
Work experience consistent with the course of study	25,8%	34,2%	40,2%

Figure 15 – Regularity and condition in studies, Unifi graduates year 2024. Source: Almalaurea 2025

Most graduates positively evaluate the educational experience and the effectiveness of the degree, the use of the skills acquired at university with respect to the work done and the adequacy of the professional training acquired. The University's services for Career Guidance and Placement (see § 3.9) facilitate the matching of labour supply and demand, integrating services for students and services for companies, promoting good results in terms of graduate employment rate, average net salary and effectiveness of the degree in the work carried out, with data higher than the national average for almost all types of courses of study (see Figure 16).

	Type of degree program		
Indicator	Bachelor's Degree	Single-cycle master's degree	Two-year Master's degree
They are overall satisfied with the degree program	40,9%	34,8%	45,3%
They would enrol again in the same course as the University	71,1%	67,6%	72,8%
Intend to continue their studies after obtaining their degree	79,0%	60,3%	44,6%
Employment rate	49,3%	78,6%	81,9%
Net monthly salary	1,318 €	1.548 €	1.410 €
Effectiveness of the degree in the work done (very/fairly effective)	82,1%	97,5%	88,8%

Figure 16 – Employment status and effectiveness of the degree, Unifi graduates year 2024. Source: Almalaurea 2025 Survey

The University collects the opinions of students and doctoral students on the educational path and support services through various structured surveys (evaluation of teaching and internships, Almalaurea Surveys on the profile of graduates, doctorates and employment status, evaluation of support services, Good Practice Survey). Annually, the Evaluation Committee monitors in a specific report the processes for managing the surveys, the results of the evaluations and the University's ability to use the results. Specifically, the results of the surveys show high levels of satisfaction with teaching and internship activities, slight improvements in the assessments of necessary preliminary knowledge and teaching loads compared to the previous three years and some room for improvement with respect to satisfaction with the infrastructures and support services.

🔗 Student Opinions

2.4 PhDs

The training of young researchers is a strategic priority of the University, demonstrated by the growth of students with scholarships (+1.5%), students with a degree other than UNIFI (+4%) and the international mobility of doctoral students (+9%).

PhD Courses			
	2021-2022	2022-2023	2023-24
Students enrolled in the first year of the PhD programme	440	346	408
Students enrolled with scholarship	401	322	386
(of which with external bag)	*325*	*199*	*222*
% UNIFI qualification	56%	65%	62%
% Qualification of origin other Italian university	32%	25%	28%
% Qualification of foreign origin	12%	9%	10%
% PhDs who have spent at least 3 months abroad	27%	19%	28%

Figure 17 – No. of students enrolled in PhD Programmes with Unifi administrative headquarters in the three-year period 2021/22 – 2023/24, enrolled with scholarship, percentage by origin and PhD mobility. Source: Unifi doctoral dashboard (version n.1, January 2025)

2.5 Orientation, tutoring and placement

To help students choose a path consistent with their aspirations, attitudes, talents and potential, and to promote educational success throughout all phases of the academic experience, the University develops an integrated system of guidance and tutoring activities.

Among the most significant initiatives of **incoming guidance** are the Orienta-Menti project, an initiative envisaged by the line of intervention "Active guidance in the school-university transition" of the National Recovery and Resilience Plan; the OR.A.CO.LI project "*Orientation to informed* choices" (lasting two years, financed by the Support and Cohesion Fund, promoted by the ARDSU Tuscany Region and coordinated by the Copernico Scarl agency with the involvement of all the generalist Tuscan universities); the PCTOs - Paths for transversal skills and orientation (for an approach to university teachings and

🔗 Incoming orientation

🔗 UNIFI Tutor

🔗 Job Placement

laboratories, with two proposed paths: I will be a freshman and Campus Lab); the POT/PLS - Orientation and Tutoring Plans/Scientific Degree Plans (to support the increase in enrolments, promote gender balance, reduce obstacles deriving from socio-economic conditions and disability); Spark. The other side of STEM! (initiative promoted by the Fondazione Cassa di Risparmio di Firenze (FCRF) together with the University of Florence (UNIFI) and the Regional School Office for Tuscany, with the collaboration of Dynamo Academy S.r.l. Impresa Sociale and Psiquadro Impresa Sociale, for the approach of students to STEM degrees).

These initiatives are accompanied by Open Days managed directly by schools, those organized by the University (A day at the University, UniVAX Day, UniStem Day) and participation in numerous orientation and student fairs in various cities in Tuscany (Arezzo, Carrara, Florence) and outside the region (Brescia, Milan, Verona).

Incoming orientation initiatives		
	Students involved	Schools involved
Orientations	< 10,000	60
OR. A.CO. THEM.	894 (I cycle) + 760 (II cycle as of 31/12/24)	11 (I cycle) + 24 (II cycle as of 31/12/24)
PCTO	4468	81
POT	16 projects eligible for funding	-
PLS	9 projects eligible for funding	-
Spark	160	-

Figure 18 – Incoming orientation initiatives UNIFI (A.Y. 2023/2024). Source: Teaching Services Area

Open Day		
	Bachelor's or Single Cycle	Masterful
AGRARIAN	148	-
ARCHITECTURE	594	422
ECONOMY	722	241
JURISPRUDENCE	922	36
ENGINEERING	1.107	278
PSYCHOLOGY	858	170
SMFN	573	-
POLITICAL SCIENCE	761	137
HUMANITIES AREA	1001	58
TRAINING AREA	675	147
HUMAN HEALTH	1385	38
A day at the University	Approximately 3,000 registrations	

Figure 19 – Participants in UNIFI Open Days (year 2024). Source: Teaching Services Area

Ongoing guidance is configured as a structured set of interventions aimed at accompanying university students throughout the entire cycle of study, in order to reduce dropout rates, optimize the time it takes to obtain the degree and contribute to the development of students' transversal skills.

Guidance tutoring concerns the set of guidance, reception and support activities for prospective students, first-year and subsequent year students enrolled at the University of Florence to facilitate the path of students enrolled in three-year, master's and single-cycle master's degree courses, and provide support for outgoing guidance; Tutoring offers supplementary training activities with reference to specific disciplinary areas, to help students overcome the difficulties encountered in the course of study.

For tutoring activities, the University also makes use of capable and deserving students enrolled in master's degree courses, single-cycle master's degree courses (enrolled in the penultimate or final year), PhD (*peer tutoring*).

Selected tutors	
Orientation Tutor	251
Didactic Tutor	138

Figure 20 – Tutors selected with the UNIFI call (A.Y. 2023/2024). Source: Teaching Services Area

Career guidance initiatives stand out, aimed at raising awareness of career opportunities but without providing for the offer of job positions; and **placement initiatives**, with services and activities offered to companies and businesses in order to select recent graduates. Among the latter, the Career Day, the Unicoop Firenze Recruiting Day, the LVMH Day and the Lilly Italia project stand out in particular.

Job Placement UNIFI			
	2022	2023	2024
Total participating companies	**159**	**171**	**119**
Career Day	*102*	*92*	*82*
LVMH Day	*9*	*11*	*10*
Company presentations	*46*	*67*	*0*
Gym of resourcefulness	*2*	*1*	*0*
Recruiting Day	*-*	*-*	*2*
Career guidance seminars	*-*	*-*	*25*
Total students participating	**9.066**	**6.072**	**6.065**
Total positions offered	**2.561**	**2.432**	**1.879**
Career Day	499	488	335
Almalaurea	2.062	1.944	1.534
Recruiting Day Lilly Italia	-	-	10
Total interviews carried out	**1.675**	**1.102**	**1.628**
Career Day	*1.449*	*860*	*1.275*
LVMH Day	*226*	*242*	*213*
Assessment Lilly	*-*	*-*	*103*
Recruiting Day Unicoop Firenze	*-*	*-*	*37*

Figure 21 – Participation in the main Unifi Job Placement events and outcomes. Source: Report of the Vice-Rector to the TT, cultural activities and social impact.

2.6 Other initiatives to support students

Every year, more than 4,000 financial interventions are directly allocated by the University to enrolled students (scholarships, scholarships for international mobility, support for students with disabilities, part-time collaboration activities), which are added to the integrated guidance and tutoring system developed.

In addition to what is guaranteed by the Regional Agency for the Right to Education (mainly through the provision of scholarships, accommodation places and canteens), the University has adopted a fair and progressive contribution system, which protects the less well-off classes, takes into account situations of potential disadvantage and enhances merit. In line with its policies for inclusion, to guarantee the right to study and facilitate access to the highest levels of education, the University has established a balanced and progressive taxation system that pro-tects less well-off students, takes into account situations of potential disadvantage and enhances merit. In fact, the total exemption threshold from tuition fees for regular and productive students

🔗 Manifesto of Studies

🔗 Fees and contributions

has been maintained at € 24,000 and the economic benefits for students with disabilities between 5% and 34% (partial exemption of 25%) have also been confirmed. University fees are graduated into 72 bands of increasing amount, established on the basis of the ability to pay, regularity in studies and productivity of students. Contributions are excluded or reduced in the cases indicated in the Study Manifesto. These policies mean that the fees required for enrolment at the Universityof Florence are among the lowest compared to comparable Italian universities (see Figure 22).

Right to Education – Tuition Fees	
Average fee of paying students	€1,340 (UNIFI data) – €1,594 (average data for Italian state universities)
Contribution Bandage	72 ISEE bands, from €13,000 to €≥90,000. Contributions from 156 to 2.900 €
Total student exemptions	ISEE up to € 24,000, regular and active winners and eligible ARDSU scholarship, children of holders of disability, disability/disability pension > 66%, residents of the 2016 earthquake sites, in detention, from developing countries, foreigners with Italy scholarship, intergovernmental programs and agreements, sporting merits, high school grade 100 laude.
Partial exemptions and reductions for students	One or more siblings enrolled, career reunification, political refugees, subsidiary protection and stateless persons, disability < 66%, enrolment in particular subject areas.

Figure 22 – Unifi student taxation system A.Y. 2023/24 and cases of exemption (total or partial) and reduction of contributions. Source: Manifesto degli Studi.

The University recognises the right of students to carry out self-managed educational and cultural activities within the university structures, and therefore promotes and finances the cultural, social, sporting and recreational initiatives proposed by students. In the A.Y. 2023/2024, the allocation of €140,000 annually made available by the University was confirmed.

3 | The impact of research

3.1 Ethical and inclusive research

The University supports research activities in compliance with the values of integrity and inclusion.

The Code of Ethics and Conduct identifies the ethical principles that must inspire research activities, good practices for ethical research and the specific responsibilities of researchers.

The Research Ethics Committee and the Animal Research Commission are responsible for advising on research ethics and integrity.

Since 2018, the University has obtained the European Certification "HRS4R – Human Resources Strategy for Researchers", the accreditation granted by the European Commission to bodies that adopt the principles of the European Charter for Researchers and the Code of Conduct for their recruitment. The on-site visit for certification confirmation is scheduled for autumn 2025; In the implementation plan of the principles, the preparation of a *welcome kit* for new researchers and actions to strengthen the training offer in the field of transversal skills are underway.

The University adheres to the Coalition for Advancing Research Assessment (COARA), a European initiative aimed at reforming research evaluation systems, promoting fairer, more inclusive and quality-oriented practices. The Unifi 2024-2028 action plan commits the University to promote, in every relevant area, the adoption of qualitative criteria in evaluation, the promotion of scientific integrity, the fight against cognitive and gender biases, the enhancement of interdisciplinary research, and support for the careers of young researchers. Particular attention is paid to gender balance, both in the calls for funding issued by the University and in the formation of evaluation committees for the recruitment and evaluation of projects.

🔗 Code of Ethics and Conduct

🔗 HRS4R

🔗 COARA

3.2 Research partnerships

The University of Florence actively participates in European and international research networks and initiatives, promoting highly scientifically integrated, interdisciplinary and innovation-oriented collaborations. The commitment is based on shared values such as co-design, territorial impact, sustainability, openness to society and enhancement of knowledge, integrating with the University's strategic objectives. The main research networks and alliances at European level include, for example, the European Joint Research Units (JRUs) and Knowledge and Innovation Communities (KICs) in strategic areas such as climate, digital, health, energy, food, culture, mobility and manufacturing.

🔗 Partnerships

Joint Research Units	
PHENITALY	It offers specific services to analyze and test the performance of plants in different climatic conditions
DISSCO	It integrates collections from museums, botanical gardens, research centres and universities into a single European portal, making them more accessible and interconnected
NETCIEX	Helps to structure the impact assessment of European public policies
ISIS@MACH	It offers access to atomic and molecular-scale composite materials analysis and characterization techniques for multidisciplinary research in the fields of materials science, engineering, cultural heritage, and more

Figure 23 – European JRUs in which Unifi participates. Source: Research Infrastructures and Services

3.3 Nurturing Talent

The University of Florence invests significant resources to promote the scientific autonomy of young researchers.

There are 1,085 research grants awarded in 2024, of which about 54% to female researchers, 74% to research fellows under 35 years of age and about 12% to researchers of foreign nationality. To these are added another 16 checks financed by the Tuscany Region.

Since 2016, the University of Florence has also established an annual call for the funding of competitive projects presented by fixed-term researchers, aimed at supporting the start of research activities. 30 project proposals were received in 2024, 9 were funded, for an amount of € 500,000.

To encourage the participation of young researchers in the initiatives of the European Marie Sklodowska Curie funding scheme, the University has developed a dedicated support service which, during 2024, has contributed to the presentation of 73 Marie Sklodowska Curie proposals and the launch of 11 new projects: 6 PhD networks, 2 Post Doctoral Fellowships and 3 Staff Exchanges. The University currently has 30 Marie Sklodowska Curie projects funded, 6 of which are in the negotiation phase of their respective funding contracts.

🔗 **MSCA**

🔗 **ERC**

🔗 **Unifi4Future**

Unifi4Future is the University call aimed at facilitating the participation of young researchers, of any age and nationality, internal or external to the University, in the European Research Council (ERC) funding program, Starting Grant scheme (intended for researchers who have obtained their doctorate for 2-7 years). In 2024, 5 projects were awarded, with funding of € 70,000, intended for the contractualization of the researcher through an 18-month research grant and the coverage of expenses aimed at submitting the project idea to the ERC Starting Grant. The research grant is supplemented by an additional Mobility Allowance for winners residing abroad.

Finally, the University of Florence has developed various strategic initiatives to promote the participation of researchers and professors of the University in ERC opportunities and to attract researchers from abroad interested in choosing the University of Florence as the host institution for their proposals. These initiatives include the creation of a support desk, the establishment of a University ERC Task Force and the promotion of internal calls every year to promote participation in the programme. During 2024, 45 ERC proposals were submitted with the support of the University (almost double the average of the previous three-year period), divided as follows among the funding schemes provided for by the program: 17 Starting grants, 11 Consolidator Grants, 10 Advanced Grants and 7 Synergy Grants. The University has also won 1 new ERC Starting Grant, worth 1.5 million euros (Treasures Project of the Department of Physics and Astronomy).
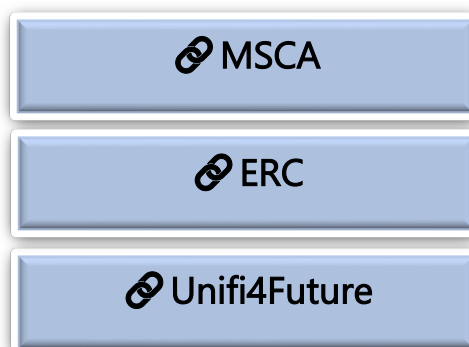
3.4 Open Science

The principle of open science aims to enhance the international dissemination of scientific research, to reduce the rate of duplication of studies, to strengthen interdisciplinary research, the transfer of knowledge to companies and transparency towards citizens, to make the use of scientific contributions for educational purposes more efficient, to ensure the preservation of scientific production over time.

The proportion of published open access products is constantly growing and now constitutes 48% of the University's scientific production. A contribution in this regard is certainly offered by the growing use of transformative contracts in place as part of the CARE-CRUI negotiations (14 publishers, in addition to the agreement with the publisher Frontiers) and by the activity of Firenze University Press, the University's publishing house, which in 2024 achieved indexing on the Scopus citation database, one of the main online bibliometric resources of reference for international scientific literature.

In order to share research data (any information that has been collected, observed, generated or created to validate a scientific result), the University has provided, at least in the context of European projects, the voluntary preparation of an Open Data Management Plan, according to the FAIR principles (Findable, Accessible, Interoperable, Interoperable, and Reusable).

3.5 Scientific output and quality of research

The University's scientific production remains at important qualitative and quantitative levels.

Publications Year 2024	
Total publications	7.329
Scopus indexed publications	56%
Scopus indexed publications in the top 10 percentiles for citations	32%
Publications in Band A journals	23%
Presence of international co-authors	16%
Interdisciplinary publications	15%

Figure 24 – UNIFI scientific production (year 2024). Source: Research Observatory Report June 2025.

Every five years, the National Agency for the Evaluation of Universities and Research (ANVUR) carries out the evaluation of the results of scientific research and third mission activities of State and non-State Universities, public Research Bodies supervised by the MUR and other public and private entities that carry out research activities.

In July 2022, ANVUR published the final report of the Research Quality Assessment procedure (VQR 2015-2019). Among the state universities, Florence is in seventh place for the quality and quantity of the research products of the entire staff, in sixth place considering only quality. The University is also sixth in Italy for the quality and quantity of the products of PhDs who have become researchers and eighth for the quality and quantity of knowledge enhancement activities.

Figure 25 – Unifi results in the VQR 2015-2019. Source: ANVUR Final Report.

The evaluations of the VQR 2020-2024 procedure are currently underway. The University of Florence has awarded 4,683 research products, 383 products related to PhDs, 19 case studies and 224 international competitive projects, expressing a high quality of scientific production (in

the bibliometric sectors, more than 70% of the products awarded are in the top 20% for citations and more than 60% in the top 10% for the prestige of the publishing house; in the non-bibliometric sectors, over 70% concerns A-level journals and volume contributions), a good dynamism in international planning (the sums of funding referred to the subset of research projects to be conferred amount to over 72 million euros, about a third of which with Unifi in the role of coordinator), a variety of areas and ways in which knowledge enhancement activities are carried out (5 case studies refer to the entire institution, 6 cases were presented by groups of Departments; 7 cases refer to issues related to technology transfer, 6 to public engagement, 4 to the production and management of public goods, one to life sciences and one to environmental and social sustainability).

3.6 Research projects

During 2024, over a thousand competitive projects were submitted in response to national, regional, European and international calls, a slight increase compared to last year, supported above all by participation in European calls, which shows a constant growth trend since 2022. Overall, the funding for competitive research projects obtained in 2024 amounts to about 40 million euros, distributed in the main national and international funding programs.

🔗 Projects **Unifi**

The research activity commissioned by public and private entities includes the set of research and activities that university researchers carry out on a well-defined project with individual companies or groups of companies, with trade associations, with public and private bodies. Funding received for commissioned research in 2024 shows an increase of 18.5% compared to the average of the last 3 years.

National funding	Funding amount 2024
PRIN 2022	2.179.414 €
PRIN 2022 PNRR	9.776.330 €
FIS 3	9.608.788 €
EXPO 2025 - Osaka	55.620 €
Digital Education Hub	2.221.920 €
Calls for tenders from other Ministries, Banking Foundations and Associations	6.755.495 €
Total national funding	**41.551.189 €**
International funding	**Funding amount 2024**
Horizon Europe 2021-27	12.298.964 €
Erasmus+	€781,830
Other EU funds	3.219.695 €
Calls for Associations, Foundations, European and International Private Entities	€605,106
Calls for tenders from European and International Public Institutions (excluding the EU)	1.944.931 €
Total international funding	**18.850.526 €**
Commissioned research	**Funding amount 2024**
Total commissioned research	**14.433.605 €**

Figure 26 – Main University research funding (year 2024). Source: Departmental Planning Dashboard (data extracted as of 13 February 2025).

3.7 PNRR

As part of the National Recovery and Resilience Plan, Mission 4 Component 2, the University of Florence participates in **five National Centres (investment 1.4), an Innovation Ecosystem (investment 1.5) and eight Extended Partnerships (investment 1.3).** The total funding for the University of Florence on the three investments amounts, following the remodulations that took place during the year (some of which are still in progress pending acknowledgment by the MUR), to **about 100 million euros.**

🔗 PNRR

The University of Florence is the proponent of the **Extended Partnership** 8 "A novel public-private alliance to generate socioeconomic, biomedical and technological solutions for an inclusive Italian society (**AGE-IT)** and of the **Tuscany Health Ecosystem (THE) Innovation Ecosystem,** and is a spoke, i.e. coordinator of research lines, within the projects THE (for three research lines), AGE-IT (for two research lines), PE3 REURN, PE5 CHANGES and PE11 MICS (for one line of research each).

The projects financed from PNRR resources, in particular those relating to the funding of National Centres, Innovation Ecosystems and Extended Partnerships, provide that the public Spokes must activate "**cascading calls**" for the granting of funding for research activities consistent with the funded Programme to entities outside the partnership. During 2024, **8 cascading calls were issued for a funding amount of about 14 million euros**, with 48 projects winning for a contribution amount of €13,680,000.

3.8 The innovation ecosystem

The University promotes the transfer of knowledge and cooperation with the business world, public and third sector bodies and civil society in various ways and for various purposes. Exchanges and comparisons between University structures and production realities are intensified and concretized in an articulated system that includes, in addition to the University structures, the University Service Center for the Enhancement of Research Results and the Management of the University Incubator (CsaVRI), the Florentine University Incubator (IUF), FIRenzeSmarTworking Lab, Foundation for Research and Innovation.

🔗 CsaVRI

🔗 IUF

🔗 FRI

🔗 FIRST Lab

The **framework collaboration agreements** were created to facilitate the meeting between the supply and demand of innovation, develop joint projects, create training and professional updating opportunities, support entrepreneurship and business creation, and are supported by important funding made available by the partners to generate economic returns in favor of the productive fabric. Among the most significant projects are: Hubble, a program for the acceleration and creation of new businesses in the digital market, promoted by Fondazione CR, FRI and Nana Bianca, now in its tenth edition; Faber, now in its fifth edition, is intended for micro, small and medium-sized enterprises that want to develop innovative projects and enter new business areas, through the inclusion of young graduates or researchers, involved in industrial doctorate courses; Rinasci-

Figure 27 – Main framework agreements between Unifi and the subjects of the innovation ecosystem of the Metropolitan City.

mento Firenze, intended for the enhancement of the city's micro-economic fabric, in the areas of Tourism, Artistic Crafts, Fashion, Startup/Industry 4.0 and Agritech/Agronindustry; Italian Life Style, an acceleration program funded by the Intesa Sanpaolo Innovation Center, Fondazione CR Firenze, Nana Bianca and the Foundation for Research and Innovation to promote the meeting between local companies and new realities capable of offering digital solutions in the tourism, fashion and food sectors; Tuscany X.0 Project, aimed at accompanying the digital transition of Tuscan small and medium-sized enterprises on the topics of Artificial Intelligence, Supercomputing, Cybersecurity.

Other forms of collaboration are represented by the **Joint University-Business Laboratories** (79 active in 2024), the **National Technology Clusters** (Unifi adheres to 9 of the 12 proposed by the MUR) and the **Competence Centers**.

The University also supports problem-driven *projects with its own resources* carried out through **public-private partnerships** that see the participation, in addition to one or more departments of the University, of at least one subject located in at least one region other than Tuscany.

3.9 Patents and licenses

The University's Industrial Property Rights Portfolio includes industrial inventions and utility models - patents, new plant varieties, models and designs, trademarks, software and databases (see fig. 28).

🔗 **Patents and licenses**

There are 245 active patents, mainly distributed in the areas of "Health" (39%), "Climate, energy and mobility" (21%) and "Food, bioeconomy, natural resources, agriculture and environment" (20%); many of these are granted not only in Italy but also abroad. 34% of published intellectual property rights are valued (licensing or assignments), with a sharply increasing volume of revenue (+81% compared to last year, +43% compared to the 2015-2023 average).

Industrial and intellectual property rights portfolio	
Active patents	245
New patent applications 2024	11
Patents granted in Italy	8
Patents granted abroad	8
Active patent families	90
Plant variety rights	6
Brands	19
New trademarks filed 2024	1
Design	3
SIAE Deposits	2

Figure 28 – Unifi's industrial and intellectual property rights portfolio. Source: Report of the Vice-Rector to the TT, cultural activities and social impact.

3.10 Entrepreneurship

To promote entrepreneurial culture, the University accompanies research groups in the transition from the idea to its transformation into business (companies, start-ups and university spin-offs) with pre-incubation and acceleration paths.

The University, in collaboration with the Foundation for Research and Innovation and with the support of Fondazione CR Firenze, began in January 2024 the XXII pre-incubation cycle, a free training and accompaniment course lasting a maximum of 12 months, aimed at testing and validating business ideas that arise from the world of research and promoting the creation of spin-offs of the University of Florence, for which 10 teams have been selected. From 2010 to 2024, a total of 208 projects were admitted and supported, from all 5 disciplinary areas of the University, and 1,194 professors, researchers and young people involved (mainly pro-tempore research staff), 65% men and 35% women. In 2024, 1 new academic spin-off (Nsight Dynamics) was recognized.

From the total of 208 teams supported in the pre-incubation process, 70 spin-offs of the University of Florence were born, 33 of which are still recognized in 2024, with 54% registered in the register of innovative startups and 3% in that of innovative SMEs. With regard to the performance of spin-offs, the trend relating to the number of FTE employees and the cumulative value of production from 2021 to 2023 is reported (latest available balance sheet data - see Figure 29).

Performance Spin-off UNIFI			
Year	Active Spin-offs	FTE Employees	Value of production (mln €)
2021	51	151,77	20,47
2022	45	116,5	10,01
2023	35	104,5	12,47

Figure 29 – Performance of Unifi Spin-offs. Source: Report of the Vice-Rector to the TT, cultural activities and social impact.

To qualify youth entrepreneurship, the University Incubator carries out the Impresa Campus Unifi project: in 2024, the 17th and 18th editions were held at FirstLab, with a total, from 2013 to date, of 713 applications collected, 418 projects developed and 1,193 young people involved.

3.11 Public engagement

The University is a founding member of the APEnet Association (Italian Network of Universities and Research Institutions for Public Engagement), which recognizes Public Engagement – understood as public commitment, scientific dissemination and social enhancement of research – as an integral part of the institutional mission of the knowledge system.

🔗 **Public Engagement**

🔗 **Night of the Research**

For 2024, more than 1,500 Public Engagement initiatives have been registered by the Departments and other structures of the University. Among the main opportunities for exchange with citizens, associations, institutions, and companies promoted in 2024 are:

➢ **Events organized by Unifi**: among the many initiatives, the two most historic are mentioned, which gathered a total of almost 8,000 participants: Bright Night – The European night of researchers (the University, beneficiary of funding from the European Commission through the Horizon Europe/MSCA Actions call, is the leader of the project and coordinator for all universities and schools of higher education in the Tuscany Region) and ScienzEstate (event organized by the UNIFI OpenLab Service Center). Exhibition areas, guided tours, walks, demonstrations, competitions, treasure hunts, award ceremonies, games and workshops for children, film screenings, activities in museums, meetings, guests and information desks make these initiatives extremely engaging for all citizens.

➢ **Celebrations for the Centenary**: on the occasion of the celebration of its first Centenary, the University of Florence, with the financial contribution of Cassa di Risparmio di Firenze, has organized a rich calendar of events (for a total of 124 appointments on the calendar and 5 specific publications).

➢ **Participation in city events**: For the fourth consecutive year, the University participated in EARTH TECHNOLOGY EXPO, the event promoted by EWA - Earth and Water Agenda Foundation which took place in September 2024 together with the National Water Festival organized by Utilitalia, with the support of Publiacqua and the presence of representatives of Italian water companies, which saw a total participation of about 10,000 visitors. The collaboration of the University of Florence with the Firenze Archeofilm "International Film Festival of Archaeology Art Environment" also continued in 2024, which saw the participation of the student community in the final jury and in a training seminar for film criticism.

➢ the **Museum System** has contributed to enriching relations with the territory by participating in numerous initiatives with: the Municipality of Florence and its Libraries (The Keys to the City, Green Tom Thumb, Children's Florence, Florentine Week, Ortoblate, Dialogues around Nature, Women's Heritage) and the Tuscany Region (Amico Museo, S-passo al Museo, Festa della Toscana).

➢ **Alumnunifi Community**: with a view to enhancing the sense of community and giving back, intensifying relations with the territory and initiating restitution actions that can increase the perceived value of belonging to the University of Florence community, the AlumnUnifi project was launched in 2024.

With the Unifi Extra call, the University co-finances the Public Engagement actions promoted by the University's structures in collaboration with the community for the social, cultural and economic development of the territory.

3.12 Research and the third mission on sustainability issues

The University of Florence is **active in research on sustainability issues** and participates in various local, national, European and international projects, concerning, just to name a few, land use, geological and environmental safety, sustainable agriculture and food supply chains, human health, the tracking and removal of pollutants, the generation of energy from renewable sources, climate, ethics and bioethics, educational models, economic models, transport, and many others. The classification of **publications and research projects** submitted in 2024 for SDG testifies to the liveliness of the University's research on these subjects (see Figure 30).

Research projects and publications UNIFI and SDGs		
SDGs	Projects funded by SDGs	Publications for SDGs
1 – No Poverty	3	80
2 – Zero Hunger	10	417
3 – Good Health and Well-being	145	5882
4 – Quality Education	37	251
5 – Gender Equality	11	198
6 – Clean Water and Sanitation	36	272
7 – Affordable and Clean Energy	29	765
8 – Decent Work and Economic Growth	12	439
9 – Industry, Innovation and Infrastructure	118	674
10 – Reduced Inequalities	12	250
11 – Sustainable Cities and Communities	75	898
12 – Responsible Consumption and Production	33	490
13 – Climate Action	51	541
14 – Life Below Water	3	224
15 – Life on Land	27	526
16 – Peace, Justice and Strong Institutions	11	316
17 – Partnership for the Goals	21	-

Figure 30 – UNIFI 2024 research projects and UNIFI 2021-24 publications on the SDGs. Source: Research Registry (data extracted as of 13 February 2025).

Among the technology transfer activities related to sustainability objectives, we mention:

> **Patents and plant varieties**: numerous intellectual property rights held by the University in terms of environmental sustainability, with a consequent reflection in the enhancement actions to create a positive impact on territories, communities and the environment. In the medical field, some patents, also extended internationally, implement *green healthcare* policies: in particular, there are titles that make use of materials derived from waste, products or by-products of agriculture or forestry for the creation of new generation pharmaceutical compounds. In the technological field, we find patents capable of implementing and promoting circular economies that enhance agricultural territories, for example in the production of bioplastics or building materials with certified/certifiable sustainability, as well as patents aimed at making industrial activity more efficient with positive effects, even substantial, in terms of reducing emissions, reducing the waste of raw materials and rationalizing the use of water, technologies and patents that contribute to the improvement of natural or highly man-made contexts and therefore aimed at making noisy places and environments sustainable, as well as those potentially unsafe for the activities that are carried out there or for the natural or artificial conditions that

characterize them. In addition to patents, the University also owns the rights to some plant varieties that allow the production of products that are normally imported from abroad, with a consequent reduction in transport needs.

➢ **Spin off**: Fotosintetica & Microbiologica s.r.l. (investee), for the production of functional foods, feed, natural medicines, cosmetics and bio-fuels; Probiomedica Photonics & Robotics s.r.l. (investee), develops innovative technologies for health; AgriZapp s.r.l., use of highly innovative technological equipment for the management of farms and pastoral resources; CoAlmed s.r.l., for innovative inclusive health services; Csp Alas cooperative, in the field of clinical psychology; Ebico cooperative Onlus, for school well-being; Ecodrone s.r.l, products and services for the monitoring of marine and lake basins and fresh water; Feel Solutions s.r.l., for the reduction of companies' environmental impacts; FloNext s.r.l, repositioning of drugs already in use for new indications in degenerative diseases; Georisk Engineering s.r.l., for the analysis of natural risks deriving from climate change; Horizons s.r.l., for the restoration of the landscape, in particular rural; Item s.r.l., for the prevention of avalanche risk; Mck Therapeutics s.r.l., which operates in the field of biotechnology; Moca Future Designers cooperative, consulting services to organizations operating in the socio-educational-cultural sector; Morfo Design s.r.l., research and experimental development in the field of natural sciences and engineering; Pnat s.r.l., for new agricultural technologies; Promoted cooperative, to improve psychological well-being and the quality of school life; Urban Life s.r.l., on urban complexity; Bluebiloba s.r.l., for overcoming the problems related to the fragmentation of forest properties by promoting the sustainable management of Tuscan and Italian forest resources; Insect Pharma Entomotherapy s.r.l., on the use of insects and other arthropods as drugs; FoodMicroTeam s.r.l., control and management of fermentations.

➢ **National Technology Clusters**: Agrifood - CL.A.N (partnership of companies, research centers, territorial representations and relevant stakeholders in the agri-food chain), CTN Blue Italian Gro*wth – BI*" (economy of the sea), *Energy* (coordination in the energy field), *Sustainable Processes and Resources for Innovation and National Growth – SPRING* (Green Chemistry), *Trasporti Italia 2020* (mobility by road, rail, waterways and intermodality).

The role of the University on the **conservation of cultural heritage, including intangible** heritage (oral traditions, languages and knowledge) and on **public access to green spaces** (botanical garden), is also important, mainly thanks to the contribution of the Museum system and some Departments.

4| International relations

4.1 A worldwide network

The University has a **significant international profile** and maintains solid relationships with the major training and research institutions in the world: there are over 5,000 foreign students enrolled in the University's degree programmes every year, 567 cultural and scientific collaboration agreements with European and non-European universities in force in 2024, and over 650 locations available under the Erasmus+ programme. Also significant are the internationalization initiatives "at home", with virtual mobility projects, agreements with foreign universities in the city of Florence and the reception of numerous visiting professors from all over the world. Adding up the various exchange opportunities for students, teachers and researchers, every year there are about 1,600 outgoing mobilities and over 2,000 incomings.

🔗 Agreements International

🔗 Mobility International

🔗 Chairs UNESCO

The three UNESCO chairs **assigned to our University are of great prestige** : in 2006 "Human Development and Culture of Peace", in 2016 "Prevention and sustainable management of hydrogeological risk" and in 2022 "Agricultural Heritage Landscapes". In 2024, these research and collaboration networks have organized several initiatives in favor of the academic community (and beyond), on topics relevant to the international debate, including: the Transdisciplinary Colloquium "Peace beyond violence. The challenge of Transdisciplinary Ecology" as part of the Celebration of the 30th anniversary of the Charter of Transdisciplinarity and the conference "World Water Day: water as a resource for peace".

The University of Florence is one of the founding universities of the European university alliance **EUniWell** (European University for Well-Being), the European University of Well-being, funded by the European Commission for the construction of an integrated European university area. The EUniWell alliance brings together 11 European universities in a cross-sectoral and interdisciplinary perspective, whose main mission is to understand, improve, measure and rebalance the well-being of individuals and society.

UNIFI cultural and scientific collaboration agreements			
	Outgoing	Incoming	Total
Students	161	300	461
PhD students and postgraduates	69	93	162
Professors, researchers and research fellows	293	294	587
Research projects presented in network	-	-	89
Seminars and conferences jointly organized	-	-	234

Figure 31 - Activities in the context of cultural and scientific collaboration agreements. Source: Atlas (data as of 14/03/2025).

UNIFI is also active in support programs for **international students and researchers from difficult economic, political and social situations**. Initiatives taken to facilitate refugees' access to university education and research, and to promote social integration and their active participation in academic life include:

> **humanitarian corridors for refugee students** (Unicore 5.0 Project, University Corridors for Refugees): aimed at the inclusion of young refugees who intend to complete their

training by attending a master's degree course in English at our University. The Ministry of Foreign Affairs and International Cooperation, Caritas Italiana, Diaconia Valdese, Centro Astalli and Gandhi Charity collaborate on the project. Since2020, this collaboration has guaranteed the arrival in Italy of students with international protection status who can enrol in courses of study by receiving a scholarship, total exemptionfrom fees, accommodation and various other benefits guaranteed by the local partnership. In 2024, the project allowed the selection of two students for enrolment in the 2024-2025 academic year for master's degrees in English at our university.

🔗 Inclusive University Manifesto

🔗 UNICORE

🔗 Scholars at Risk

➢ **Evaluation of qualifications of holders of international protection**: the University provides a service for the certification of qualifications of refugees who intend to resume their studies, even in the absence of official documentation from the country of origin from which they fled (National Coordination for the Evaluation of Qualifications of Refugees, CNVQR).

➢ **support for students awaiting international protection**: thanks to the collaboration with the Giorgio La Pira International Student Centre, scholarships are available for students awaiting recognition of international protection who intend to start a university course of study.

➢ Together with 52 other Italian universities, the University of Florence joined the **Manifesto of the Inclusive University** promoted by UNHCR, the UN Refugee Agency, in January 2020; it is also part of the **"Scholars at Risk" network,** made up of over 650 universities in 43 countries to offer temporary refuge to professors and researchers from countries where academic freedom is not guaranteed and where their personal safety is threatened.

➢ In addition, in order to protect the right to study of **students fleeing the war** in Ukraine, Palestine and other countries in a state of war, in 2024 UNIFI has published a call for 4 scholarships with an annual amount of € 15,000 with the aim of allowing selected students to enrol in an open-access degree programme.

The reception of international students at our university is supported by **multicultural tutors**: students regularly enrolled at UNIFI who support the offices in contact with students, providing them with information on the university system, the city and providing them with unique advice by taking advantage of peer comparison. Multicultural tutors are often enrolled international students themselves, who can therefore provide first-hand information, because it is experienced on their own skin, to new students, also favoring the construction of networks that make the reception less bureaucratic and more reassuring. In 2024 UNIFI made use of the collaboration of 4 multicultural tutors.

Below is a representation of the main activities by geographical area.

4.2 Europe

Collaboration at European level is divided into different types of activities, most of which are funded by or linked to the **Erasmus+** programme of mobility for teaching.

First of all, it notes **student mobility by credits**: in 2024, UNIFI students had 654 locations available among the countries participating in the program, for a total of 2106 mobility flows covering all schools and disciplinary areas of the university. The European country that counted the highest number of agreements signed in 2024 is Spain, while the most represented

disciplinary areas are social sciences and humanities. The call for student mobility published in 2024 produced about 1000 student mobilities for the academic year 2024-2025.

In addition to mobility for credits, an added value given by the Erasmus+ programme to the employability of students is given by **the Traineeship agreements**, i.e. mobility for internships, which in UNIFI can be carried out both on predefined offers and on the basis of "nominative letters" prepared by UNIFI teachers to have students and recent graduates carry out the internship at an institution, a foreign company or institution. The latter type of internships, in particular, makes it possible to exploit synergies between the research activities of UNIFI professors and the educational objectives of the internships of students and recent graduates, going in the direction of the strategic integration between research and teaching suggested in recent years at European level. The call for mobility for internships published in 2024 produced about 300 mobilities for the academic year 2024-25, more than half of which on the basis of a letter of name at universities, research centers, bodies and institutions in all European countries.

It is also worth mentioning the **Microcredentials and the Blended Intensive Programmes (BIPs),** i.e. intensive programmes designed jointly by at least three European universities that include both a part of virtual teaching and a part of physical mobility at one of the partner universities, on specific and often multidisciplinary topics. In 2024, UNIFI coordinated (and was also the site of physical mobility) 4 BIPs, welcoming a total of 109 participating students. In addition, UNIFI has been a partner of 8 BIPs organized by other universities.

An important and transversal role in this area is played **by the European Alliance EuniWell** (European University of Well Being), of which UNIFI has been a member since 2020 and which focuses all its activities on the issues of well-being, sustainability and health protection. The European Alliance EuniWell is one of UNIFI's main collaborative actions with other European universities and was re-funded under the Erasmus+ programme at the end of 2023. The funded project envisages that UNIFI will coordinate two thematic arenas: Environmental Change & Well-Being and Health & Well-Being, within which the implementation of educational, research and scientific dissemination initiatives is being planned. In addition, UNIFI actively participates in the other thematic arenas (Social Equality & Welll-Being, Responsible Research, Innovation and Entrepreneurship, Culture, Multilingualism & Well-Being and Teacher Education & Well-Being), as well as in the packages of transversal activities on mobility, civic engagement and digitalisation.

In addition to the BIPs already mentioned, in 2024 UNIFI carried out several other activities and collateral projects as part of the alliance. As part of the "Seed Funding" action, UNIFI has obtained funding as a partner for 13 projects out of the total 20 funded at alliance level, for a total of funding received of €75,475. 2024 also saw EuniWell as a protagonist in UNIFI with participation in dissemination events such as BrightNight 2024, the Didacta fair and the Open Day, in which the themes of well-being and health were promoted to differentiated audiences such as citizens, school teachers and possible future UNIFI students. In collaboration with the other partner universities, two workshops on stress management in academic environments (EUniWell EmpowerED) were also organized, which saw the participation of UNIFI students, researchers and administrative staff, the workshop Embracing Diversity, Empowering Equity and Inclusion, Elevating Well-Being: Our DEI Commitment for the construction of a DEI (Diversity, Equity and Inclusion) strategy within the alliance that has repercussions on all partner universities. Finally, the "EuniWell School Abassadors Programme" initiative is worth mentioning, created by the alliance with the aim of making students from partner universities "ambassadors" of EuniWell issues among high school students. In 2024, the initiative brought all the School Ambassadors of the alliance to UNIFI, for the recording of a podcast from the students' point of view.

Internationalization actions in Europe are also developed through **Jean Monnet projects**, which have as their main objective the dissemination of European values in all disciplinary areas and at various levels of intensity, providing for three main ways of managing project content:

teaching modules, chairs, networks and centers of excellence. In 2024, UNIFI received funding for the implementation of a teaching module by 2027 at the DSG entitled "Geopolitics of Constitutions in the European legal space", and continued the implementation of the 9 projects funded in the 2022 and 2023 calls (6 modules, two chairs and a network), ranging from political-social issues to urban planning issues to environmental sustainability. In addition, the Jean Monnet module funded in 2021 on digital law issues entitled "Constitutional Law of Technology in the European Perspective (COLTECH)" coordinated by the DSG was concluded in August 2024.

Finally, on the European continent, cooperation is active **in the KA171 area** with the Western Balkans region, in particular with Albania and Montenegro, which has resulted in the implementation and financing of three different projects in 2024.

4.3 North America

In 2024, UNIFI signed two important **collaboration agreements with US universities** based in the city of Florence: Stanford University and New York University. It has also started negotiations with the Syracuse University headquarters, with an agreement that was formally entered into in early 2025. The agreements with US universities in the Florentine area represent an important action of internationalization "at home": thanks to these collaborations it will be possible for UNIFI students to follow courses organized in these locations and held by professors not only from the United States but from several important Italian and European universities, in classes made up of American students who carry out their Study Abroad program in Florence. In addition, US students will be able to take courses in regular UNIFI classes, coming into direct contact with the Italian university system and with Florentine academic excellence. In both cases, students will be able to open up to different and stimulating academic experiences, developing the transversal skills that are usually acquired with mobility abroad, but without the difficulties related to integration and reception in the destination country. In addition to the courses offered by the Florentine campuses, the agreements provide that our students can take advantage of other initiatives promoted by them, such as participation in events, conferences, language tandems or that they can take part in tutoring activities to promote the integration of American students in the Florentine territory. In addition, the agreements provide that UNIFI faculty can teach courses at the locations of these prestigious U.S. universities, further enriching their curriculum and establishing or strengthening research ties.

4.4 Latin America

In 2024, the university received the results of the **MUR PNRR call for proposals** in implementation of sub-measure T4 "Transnational initiatives in the field of education", Investment 3.4 "University teaching and advanced skills" of the National Recovery and Resilience Plan, Mission 4 "Education and research" - Component 1 "Strengthening the offer of services to education: from kindergartens to universities", in which the university had participated as a partner in five project proposals in end of 2023. For the Latin American area, UNIFI is a partner in two **projects: ECONET_LATAM** coordinated by the IMT of Lucca with a partnership composed of 3 Tuscan universities and a university in southern Italy, aimed at promoting the internationalization of the consortium's doctoral programs, strengthening existing contacts with a network of South American institutions; **Moving Italianness**, coordinated by the "Consorzio inter Universitario Italiano per l'Argentina" (CUIA) with the aim of pursuing the objectives of the consortium, promoting and strengthening the Italy-Argentina academic network and contributing to bilateral government agreements in the field of higher education, cultural and scientific cooperation.

2024 also saw the continuation of the **Erasmus+ HEADCET** project, "Higher Education pArtnerships for sustainable local Development through Circular Economy and social innovation", which aims to support universities and research centers in Argentina, Paraguay and Chile to address the challenges related to sustainable development through the recognition of their importance and relevance on the labor markets and in the societies of the three countries involved, focusing on circular economy, social innovation and sustainable development. The project in 2024 saw the launch of webinars and conferences, collaborative workshops and joint publications by the professors involved in the 9 universities and the two partner centers of the consortium.

UNIFI's collaboration with Latin American countries is also developed through participation in **action KA171 of the Erasmus+ programme**, which provides for regional and disciplinary collaborations with the implementation of both outgoing and incoming mobility for different targets envisaged by the projects: students of all three cycles of study, academic staff and administrative staff. In 2024, a KA171 project funded on the Erasmus+ 2023 Call continued the implementation phase, involving two Mexican and one Chilean universities as well as two UNIFI departments (DAGRI and DISEI). 2024 also saw the expansion of collaboration in the KA171 area to Peru, with the positive outcome of a project presented by the DMSC which, starting from August 2024, provides for the outgoing mobility of medical residents and UNIFI teachers, as well as the incoming mobility of students for internships and teachers for teaching. In 2024, the KA171 projects with Latin American countries produced the following mobilities: two outgoing UNIFI teachers, 2 incoming teachers and 4 incoming students. The mobility flows were all carried out to and from Mexico.

In 2024, a **collaboration agreement was also signed** with the Universidad Federal de São Paulo (Brazil) and 9 visiting professors from Latin American universities (Basile, Mexico, Colombia) were welcomed.

During 2024, UNIFI continued to strengthen international cooperation with Latin America also with **development cooperation actions**, through some initiatives at central level and others promoted and managed by individual Departments. Specifically, 13 projects were carried out in the medical, agricultural, pedagogical and philosophical sectors. In Bolivia, two projects in the medical sector in the Chaco-Bolivian area are highlighted as part of the Unifi agreements with the Escuela Tecnica de Salud Boliviano-Japonesa and the Universidad Autònoma Gabriel René Moreno. In Cuba, the collaboration involved the Universidad de l'Havana with teaching experiences and pedagogical research at the "Casa de Havana Museum". In Brazil, the collaboration with the Universidad do Estado de Santa Catarina (UDESC) has focused on projects of new educational technologies and the development of STEM education.

4.5 Africa

The African continent, and in particular the sub-Saharan region, represents a strategic area for the University, which pays particular attention to strengthening collaboration with local institutions: 26 cultural and scientific collaboration agreements are in force with as many universities in the sub-Saharan region, of which 13 will be signed in 2024. For Africa in 2024, 7 departmental development cooperation projects were also presented, in the fields of medicine, agriculture, pedagogy, with research on inclusive and multicultural pedagogy in Cape Verde in collaboration with the Universidad Jean Piaget.

UNIFI is also one of the founding members of the **IHEA Foundation** together with Polimi, Rome La Sapienza, Padua, Bologna and Naples Federico II. The collaboration is aimed at the implementation of a training-teaching project at university level in countries on the African continent, which complements the work of local universities by immediately aiming to support their resilience, starting with a virtual mobility program launched in the academic year 2021-2022: first level inter-university master's degree in Sustainable management of resources and cultural heritage for local development: empowering higher education in Africa.

Thanks to the **Erasmus+ KA171 funding** , several student and academic mobility projects were carried out in 2024, some of which are being implemented because they were funded in 2022 and 2023 (Kenya, Morocco, Malawi, Senegal and Tunisia) and others that started in the second half of the year because they were funded in the 2024 call (Madagascar, Senegal and Uganda). In particular, the projects provide for mobility of students, doctoral students, medical residents (where applicable) and teachers to foster the following areas of collaboration. In 2024, the KA171 projects with the countries of the African continent produced the following mobilities: 6 outgoing UNIFI teachers, two incoming teachers, 14 incoming students and 1 incoming PTA.

As part of the aforementioned **MUR PNRR call for proposals** implementing sub-measure T4 "Transnational Initiatives in the field of education", for the African continent in 2024 UNIFI was the winner as a partner of three projects: **WAGON2AFRICA**, coordinated by the Polytechnic University of Turin and with a partnership made up of nine other Italian universities, has a focus on the Water-Energy-Food nexus and includes three lines of action: international student mobility, the mobility of teaching staff and the implementation of advanced skills courses for graduate staff; **UNITAFRICA,** coordinated by the University of Brescia in collaboration with the Italian Universities of the University Network for Development Cooperation (CUCS), aims at systemic innovation through capacity building, proposing 15 courses for master's and doctoral degree students and 13 advanced training courses for teaching and non-teaching staff; **SHARE_AFRICA**, conceived on the basis of the experience gathered within the Italian Foundation for Higher Education with Africa (IHEA Foundation) and was created to enhance peer-to-peer scientific cooperation between Italy and Africa with a particular focus on the MENA region and the Horn of Africa (Tunisia and Ethiopia in particular), through support for long-term cooperation in the field of education and research and the establishment of 6 Blended Executive Programmes of 120 hours each (equivalent to about 20 ECTS), of which 1 delivered by UNIFI on "Sustainable business for new challenges" which will be delivered partly in presence in Tunisia, as well as a Summer School on "Water management and remote sensing for sustainable agricultural intensification", which has already been held (for the part in presence) also in Tunisia in January 2024.

4.6 Asia

Collaboration with the Asian continent is developed on different fronts, sectors and sources of financing and takes on different characteristics also based on the different Asian regions of reference. By way of example, 2024 saw UNIFI as the protagonist of the forum between Italian

and Uzbek universities organized by the CRUI in September, an event that resulted in four cultural and scientific collaboration agreements that provide for both incoming and outgoing mobility of teachers and students.

The Middle and Central Asian quadrant is also involved in development cooperation activities carried out in the archaeological sector with projects in Afghanistan, Jordan and Syria as well as projects funded under the **Erasmus+ KA171 programme** with Jordanian and Palestinian universities. The project with Jordan, in the archaeological field, has produced four incoming and two outgoing student mobilities in 2024 aimed at acquiring skills on the Euro-Mediterranean archaeological heritage. The project with Palestine identifies the interface between the conservation and enhancement of agricultural resources, their impacts on individual well-being (fight against poverty, food and nutrition security) and on the political-institutional stability of Palestinian institutions, as one of the tools to promote peace and development. It provides for the implementation of 23 student mobilities and 4 teacher mobilities to be carried out by the end of the project, scheduled for 31 July 2026. Also thanks to Erasmus+ KA171 funding, UNIFI has also been active in Southeast Asia, thanks to the implementation of projects with Laos, Thailand and Vietnam. During 2024, these projects carried out 6 incoming mobilities of Laotian and Vietnamese students and two incoming mobilities at staff level from Vietnam. Mobilities from Thailand will take place by the end of the project, scheduled for July 31, 2026.

The collaboration with the People's Republic of China is a consolidated reality in the university that led to the creation of the **Confucius Institute** in 2013, one of the 12 Confucius Institutes in Italy aimed at promoting the study of the Chinese language in our country. Given the fruitful collaboration, a new agreement was signed in 2024 between the Chinese Foundation for International Education (CIEF), the University of Tongji and the University of Florence. The aforementioned agreement provides that the CIEF will provide guidelines on international education to the Confucius Institute and the University of Florence and the University of Tongji are jointly responsible for the operation and management of the Confucius Institute and for this purpose will constitute a Board of Directors as a decision-making body.

Relations with Japan continued to strengthen in 2024, thanks to the signing of 4 collaboration agreements with major Japanese universities that provide for the implementation of academic and student mobility, but above all thanks to the MUR funding received from UNIFI for 2 projects that will be presented at the Osaka EXPO in 2025.

5| Human resources, organizational well-being and inclusion

5.1 Human capital

The University of Florence is based first and foremost on its human capital: **professors, researchers and technical-administrative staff**. **They are the ones who give life to the institution, who make it a place of knowledge, innovation and service to society.** The quality of teaching, the value of research and the efficiency of services depend on their daily commitment: it is thanks to these professionalism that the University grows, opens up to the world and builds the future. For this reason, the University is careful to monitor the number of staff, in relation to the needs and development of institutional missions, but in compliance with sustainability; to promote their continuous qualification; to invest in the conditions for the growth of well-being.

From 2018 to date, the number of teaching and research staff has grown significantly (from 1,684 to 1,851 units), thanks to the contribution of extraordinary recruitment plans. The National Recovery and Resilience Plan (**PNRR**) has also represented a significant injection of resources for the Italian university system, in particular for the research sector. This has led to the **entry of many young researchers on fixed-term contracts** (see Figure 33), offering them the opportunity to work on ambitious projects, to train and to gain valuable experience.

The University's **professors and researchers** are important players in the scientific community, as demonstrated by the results of the research (see § 3). **Among the initiatives activated by the University to promote the scientific updating and teaching skills of teachers** are: mobility programs, the granting of leave for study reasons, training activities, in particular those implemented by the Digital Learning and Computer Training Unit and the University Teaching and Learning Center. In 2024, a total of about 940 hours were used by teaching and research staff for innovative teaching. Also considering the hours of training on health and safety, sustainability and quality assurance, the total number of training hours consumed rises to 4,370.

TEACHING AND RESEARCH STAFF
1,851 units
Source: CSA, data as at 31 December 2024

22% Full Professors
49% Associate Professors
23% Permanent researchers A and B

Women: 41%

Scientific qualification indicators:
- Departments of Excellence: 7
- IRAS2 VQR 2015-2019 recruitment policies: 8th place nationally
- Teacher Research Quality Indicator – iA9 Anvur: 100% of LM courses that exceed the reference value 0.8 (2021 data)

Figure 32 – Numbers and qualifications of the University's teaching and research staff.

Research staff	2022	2023	2024
Research grants	761	812	1079
RTDA (excluded from University funds)	123	182	139
Total fixed-term research employees	**884**	**994**	**1218**
Professors and researchers	**1796**	**1864**	**1851**
Total research staff	**2680**	**2858**	**3069**
Unstructured/tot.pers.ric.	**0,33**	**0,35**	**0,40**
Ratio of non-tenured to in-service teachers	**0,5**	**0,5**	**0,7**

Figure 33 – Numbers and proportions of research staff, 2022-2024. Source: Statistical Bulletin.

Customer satisfaction surveys conducted among teaching and research staff as part of the Good Practice project (see Figure 35) show a **high level of satisfaction with the University's services, growing in almost all areas (+0.05% on average) and higher than the national average** for all areas of observation in the survey. The level of satisfaction with departmental services is also high: in particular, the administrative services for the recruitment of external staff are evaluated very positively (average scores: 8.8 on a scale of 1-10), those supporting the PhD, the stipulation of agreements and activation of trials, assistance with research projects and the management of extra-employment assignments and missions (average scores for each of the services mentioned: 8.6 on
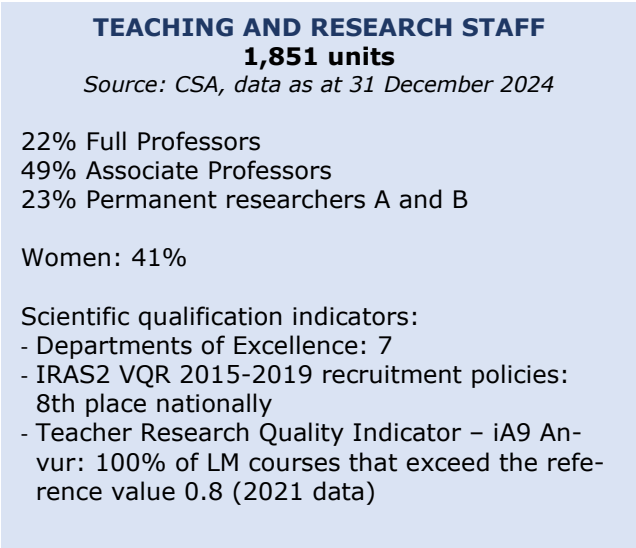
a scale of 1-10). The availability of the technical and administrative staff is also appreciated (8.6 out of 10 points), able to promptly resolve the files (average score: 7.9 on a scale of 1-10) even if it seems necessary to communicate functions and services more clearly (average score: 7.6 on a scale of 1-10).

From 2018 to 2024, the number of **technical-administrative staff** also grew slightly, from 1,566 to 1,589 units, bringing the ratio of contracted staff to teaching and research staff to 0.86.

In the last year, significant interventions have been **made for the development and professional recognition of technical-administrative staff** (cf. 2024 Performance Report): 49 internal progressions were made in 2024; in addition, the second and third level organisational positions will increase from 104 in 2023 to 134 in 2024, with an increased expenditure commitment by the University (from 561,000 euros in 2023 to 727,000 euros in 2024); the

TECHNICAL AND ADMINISTRATIVE STAFF
1,589 units
LANGUAGE ASSISTANTS AND LANGUAGE ASSISTANTS
71 units
Source: CSA, data as at 31 December 2024

11 Executives 5% High Professionalism
34% Officials 57% Collaborators
1.5% Operators 2% Technologists

Women: 66%

- Ratio of contracted staff to teaching staff: 0.86 (+0.06%)

Figure 34 - Numbers of technical-administrative staff.

remuneration of level II organisational positions has been increased, depending on the responsibilities and management complexities recognised. It must be said that these interventions reposition the University more in line with the dynamics of the other Italian mega universities.

In addition, also thanks to the funds of the Three-Year Programme, investments have been made in the **training of technical and administrative staff** on strategic issues (change management, digitization...). In 2024, a total of approximately 42,200 hours of training were used by technical-administrative staff, including managerial staff, corresponding to an average per capita (28 hours) higher than the 24 hours per capita provided for by the Directive of the Minister of Public Administration of 23 March 2023. As regards the satisfaction of the training used, detected through the functions of the application dedicated to training in e-learning mode and received from 72% of the actual participants in the training (equivalent to 2,015 respondents), about 82% expressed an overall satisfaction with the initiative followed.

The annual survey on **organisational well-being** shows that the internal climate is good; in particular, there is no perception of discrimination (score 5 on a scale of 1-6), and there is wide satisfaction with the work environment and relationships with colleagues (average scores of 4.5 and 4.6 respectively on a scale of 1-6). However, there is less perception of the fairness of the administration (score: 3.1 on a scale of 1-6) and of career and professional development opportunities (3.2). However, the values are in line with the national averages. On the other hand**, satisfaction with the services used by staff** is good, which remains in line with last year's figure and also with the national benchmark of reference (see Figure 36).

Good Practice Survey – Satisfaction with the services used by teaching and research staff	University of Florence		Δ Unifi 2024-2023	Average participating universities 2024	Δ Unifi-Atenei 2024
	2024	2023			
Administration and personnel management	4,79	4,83	-0,04	4,46	0,33
Campus Services	3,73	3,74	-0,01	3,84	-0,11
Communication	4,01	3,93	0,08	3,97	0,04
Portal and social media	3,96	3,84	0,12	3,92	0,04
Information Systems	4,29	4,12	0,17	4,33	-0,04
Teaching support	4,88	4,76	0,12	4,78	0,10
Research support	4,72	4,68	0,04	4,35	0,37
Library systems	5,00	4,98	0,02	4,76	0,24
General satisfaction with Central Administration services	4,17	4,18	-0,01	4,12	0,05
General satisfaction with services Decentralised facilities	4,60	4,61	-0,01	4,46	0,14
Total averages	*4,42*	*4,37*	*0,05*	*4,30*	*0,12*

Figure 35 - Teachers' Good Practice Survey: overall satisfaction with the services indicated, scale 1-6. Source: MIP final report.

Indagine Good Practice – Gradimento per i servizi fruiti dal personale tecnico e amministrativo	Università di Firenze		Δ Unifi 2024-2023	Media Atenei partecipanti 2024	Δ Unifi-Atenei 2024
	2024	2023			
Amministrazione e gestione del personale	4,36	4,43	-0,07	4,07	0,29
Servizi di Campus	3,59	3,63	-0,04	3,67	-0,08
Comunicazione	3,91	3,86	0,05	3,81	0,10
Portale e social media	3,78	3,8	-0,02	3,77	0,01
Sistemi Informativi	4,33	4,34	-0,01	4,23	0,10
Contabilità	4,71	4,67	0,04	4,47	0,24
Soddisfazione generale servizi Amministrazione Centrale	4,16	4,14	0,02	4,05	0,11
Soddisfazione generale servizi Strutture Decentrate	4,32	4,34	-0,02	4,10	0,22
Medie totali	*4,15*	*4,15*	*0,00*	*4,02*	*0,13*

Figure 36 - Good Practice survey of technical-administrative staff: overall satisfaction with the services indicated, scale 1-6. Source: MIP final report.

As the closure of the PNRR approaches, the University considers it necessary to reflect on the prospects for stabilization of research personnel, a key element for the continuity and quality of research itself. The transitory nature of the contracts, linked to PNRR funds, and the limitations of the recruitment system for permanent academic staff, make it a challenge for young researchers trained at the end of the projects to remain in the system, so that the investment in terms of training and professional development of researchers risks not producing a lasting benefit for the university system. For this reason, the University is committed to maintaining an open dialogue between institutions, universities and the productive and cultural system, which can jointly contribute to developing strategies that allow the skills acquired during this period to be fully exploited, ensuring that the impetus given by the PNRR translates into a structural and lasting strengthening of both university research in Italy, and innovation of the productive fabric.

5.2 Welfare and agile work

In October 2024, the University of Florence established a task force dedicated to activities to promote and maintain the physical, psychological and social well-being of the university community. Among the University's pre-existing and monitored actions, together with those newly implemented, the following are highlighted: **economic subsidies** for expenses related to special family and health situations; the **instalment of employees' university fees** and the costs for **subscriptions to urban mobility services**; **the stipulation of agreements with commercial establishments** with favourable conditions; **training** activities (see § 5.3) to combine the professional development needs of individuals with the guidelines and management priorities of the Administration. Some measures of an associative, cultural, recreational and sporting nature are promoted by the **Employees' Club**. It is also planned to extend to the technical and administrative staff some initiatives, already underway for the student community, such as: the **health prevention** of breast cancer through a free mammography control campaign; a package of measures including a **psychological support** service, the activation of a **desk for proper nutrition**, access for technical and administrative staff to the **university training at favourable conditions** and the activation of **courses for psycho-physical** well-being.

Of extreme importance in the field of well-being are the ways of working useful for **reconciling the times of working life with the personal sphere** (teleworking, agile work and flexible hours). In this sense, the new Document concerning the working hours and management of the employment relationship of TA staff, introduced a new type of working hours (7 hours and 12 over five days, continuous or without a mandatory attendance slot, adopted by a total of 302 employees) and consolidated the cases of remote work (revised in 2024, with new experimental policies adopted from 2025), with a new framework that has led to a slight increase in remote working days (44,081 – 15.4% of total working days in 2023; 51,737 – 15.7% in 2024), staff working remotely at least one day per month (11,263 – 63.4% in 2023; 12,110 – 64.4% in 2024) and average remote days per month: (3.9 in 2023, 4.3 in 2024).

5.3 Staff training

The training of **teaching and research staff** is a strategy of primary importance for the University of Florence, supported by participation in the objectives of the 2024-2026 Three-Year Programme, the role of the **University's Teaching & Learning Center** (T&LC) and the University of Florence's Information System as promoters of numerous training initiatives. Specifically, the joint training proposal of the two lines of action aimed at teaching and research staff in the year 2024 concerned in

🔗 T&LC
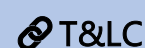
particular blended learning in blended degree courses, interactive and collaborative tools integrated into the platform to support teaching activities, tools to optimize the accessibility of study courses, permanent laboratories for university teaching, the promotion of life skills in the courses of study through writing and the design and creation of interactive content. Overall, in 2024 a total of about **940 hours** were used by teaching and research staff for innovative teaching. Also considering the hours of training on health and safety, sustainability and quality assurance, the total number of training hours consumed rises to 4,370.

At the end of 2024, the intervention on PNRR funding also began, which provides for the establishment of **Digital Education Hubs** (DEH), which allow the dissemination of digital education for university students and workers. In addition to proposing itself, like all the administrations participating in the project, as a center of excellence for the experimentation and development of hybrid digital teaching formats and models, the University is in particular the coordinator of the third work package of the project (WP3), focused on training aimed at enhancing the skills of teaching staff in the design and implementation of digital teaching.

As far as **technical-administrative staff** are concerned, also in 2024 training, in particular that on transversal and strategic skills, is reconfirmed as a fundamental asset in the action plan for the change of organizational culture, aimed at supporting the growth and motivation of staff and the dissemination of the va-

🔗 **Personal training**

lues of the administration. In order to unambiguously qualify the various training initiatives reserved for staff and their respective access criteria, the "Guidelines for the training of technical-administrative and CEL staff" (DD 393/2024) were issued in March 2024. In addition to specific training courses activated in favor of all staff, such as the one dedicated to providing the tools and methodologies for using feedback, during 2024 some initiatives were held, among others, to develop strategic and organizational skills, which led to the overall use, for all technical-administrative staff, including managerial staff, of a total of approximately **42,025 hours** of training, corresponding to an average higher than that of 24 hours per capita provided for by the Directive of the Minister of Public Administration of 23 March 2023. As regards the satisfaction of the training used, detected through the functions of the application dedicated to training in e-learning mode and received from 72% of the actual participants in the training (corresponding to 2,015 respondents), about 82% expressed an overall satisfaction with the initiative followed. As part of the 2024-2026 three-year programme, the University has made expenditure commitments in terms of non-compulsory training of technical and administrative staff: in this sense, for the 2024 financial year, the costs relating to non-compulsory training were € 215,991, compared to a total expenditure of € 441,633.

5.4 Inclusion

The University of Florence has made a **strong commitment to the promotion of the values of equality, inclusion and the fight against all forms of discrimination** (gender, sexual orientation, age, disability, religious confession, ethnic and social origin, language, political and ideological beliefs), providing an integrated organizational approach to inclusion issues.

Inclusive services for students: Unifi Include

The Unifi Include office is a structure dedicated to supporting students during their academic career, guaranteeing them **personalized and differentiated services**. The concrete actions carried out range in several crucial areas:

🔗 **Unifi Includes**

- Support for students with disabilities and/or specific learning disorder (DSAp) and special educational needs. Through the "Orientation and Listening" service, born from the collaboration with the Regional Reference Center for Relational Criticalities (CRCR) of Careggi, the office aims to guarantee the **right to study** and promote full **and autonomous participation in university life**. Specialist figures with psychological-educational experience design **Individual Study Support Plans**. Fundamental support is also offered by **the tutoring service for inclusion.** To encourage dialogue with teachers, a **vademecum** has been drawn up with indications on compensatory measures and dispensatory tools. The office also organizes events and orientation meetings in collaboration with the University Orientation Office. The office location, at the Novoli Campus (building D1 of the Novoli Campus), has been designed to ensure **privacy and accessibility**, free of architectural barriers and equipped with welcoming environments for interviews. In this context, the **resources allocated by the ministry** under the FFO have a great weight, distributed in proportion to the total number of disabled students and SLD enrolled communicated by the universities themselves (65% in proportion to the total number of disabled students and with disabilities equal to or greater than 66% and 35% in proportion to the total number of SLD students). Compared to the 827 disabled students and 1368 students with SLD (total 2,195, with an increase of 490 students compared to the previous academic year) about 450 thousand euros have been allocated to the University of Florence, for which a **special Use Plan has been prepared** which provides for its use for specific categories such as: study aids, tutoring services, specialized teaching supports, agreements with other institutions and study awards.

- Support for restricted students within the University Penitentiary Pole (PUP). The activities of the PUP-UniFi take place mainly at the C.C. of Prato – La Dogaia, but also support students detained in other facilities (Mario Gozzini, Sollicciano, REMS Empoli, Ranza, Massa). The actions include **incoming guidance** for an informed choice of the course of study, **facilitated access to books and teaching materials** (loan or purchase by the University, stationery, IT tools). Teaching support is guaranteed by **inclusion tutors** and **volunteer tutors of the civil service**. A dedicated **psychological listening service** is active , in collaboration with the CRCR of Careggi, and the University Language Center offers **educational activities** for the preparation of language proficiency exams thanks to the presence of expert collaborators. Of extreme importance in this context is also the role played by the **ADIR Interuniversity Research Center**, based at the Department of Legal Sciences and **the voluntary association Altro Diritto ODV**, which for decades have been carrying out an intense activity of support for "socially abandoned" people, first of all those entangled in the criminal circuit and those migrants, through legal clinics for the protection of people in criminal execution, extra-judicial advice desks, desks for access to social security and welfare protections, dissemination activities, support actions and activation of educational rights

- Support for athletes engaged in high-level sports careers. Recognizing the importance of **psychophysical well-being**, the University offers the possibility of activating the **dual student–athlete career** for regularly enrolled students who participate in important national and international competitions. Requests are evaluated by a **dedicated commission**. To date, the University has approved the status of student athlete for a total of 54 students.

- Support for students from non-EU countries and applicants for residence permits. UNIFI INCLUDE offers crucial **administrative support for the procedures relating to the residence permit**, including a dedicated desk in collaboration with the Florence Police Headquarters for the compilation of the postal kit. Tutoring is also offered for new members who are

🔗 PUP

🔗 ADIR

beneficiaries of international protection, to guide them and facilitate their integration into the education system and society.

- Support for people interested in the alias career. This service is part of the University's strategy for **gender equality** and the enhancement of diversity, aimed at overcoming existing inequalities and discrimination and preventing new ones. It is possible to request the activation of an **alias**, replacing the personal name with a name "of choice" for the use of internal services. This **provisional identity** appears on **the university badge** (with the possibility of changing the photo), on the **institutional e-mail address** and in **the University's information systems** (Moodle, exam sessions, career management). To activate, it is required to sign a **confidentiality agreement** that defines the conditions of use of the alias, without the need for additional documentation for the interview or the agreement itself.

Balance of inclusion services promoted by the University (number of interventions A.Y. 2023-24)	number of speeches A.Y. 2023-24	number of interventions A.Y. 2024-25 (until 31/5)
Unifi Include Desk (support for students with SEN and SLD	406	592
Students in detention	73	71
PER-University Desk	80 (residence permits)	502 (total students managed)
Student-Athletes	30	60
Alias Careers	26	26+11 changes in personal data
Total	**615**	**1262**
Activity report Social Desk association Altro Diritto ODV (number of interventions 2022-24)		
Social security and welfare consultancy activities	86	
Document renewal activities and other bureaucratic procedures	107	
Immigration Consulting	65	
In-house offer	91	
Out-of-court advice desk, appeals for violation of prisoners' rights	97	
Appeals before the labour court	4	
Total	**450**	

Figure 37 – Balance sheet of the University's inclusion services and the activities of the ADIR Research Centre and the Altro Diritto ODV association. Source: Unifi Include 2024 report.

Equal opportunities

A University body with propositional, advisory and verification tasks in the field of policies for well-being at work, equal opportunities and non-discrimination, the Single Guarantee Committee for Equal Opportunities (CUG), as part of its **Three-Year Plan of Positive Actions (PAP), an** integral part of the PIAO, is the promoter of various initiatives. The main areas of intervention are: **training, awareness-raising and communication** on equal opportunities issues; the implementation of concrete actions to promote **equal opportunities, combat discrimination and inclusiveness**, also through interaction with the Confidential Counsellor and Guarantor of Rights for the resolution of critical issues; **organizational well-being, corporate welfare, work-life balance**.

🔗 CUG

🔗 GEP

🔗 Gender Balance

Equal opportunities between genders are also promoted by the **Gender Equality Plan (GEP),** which identifies **objectives and actions in five different areas**: Area 1 (work/life balance, organizational culture and fight against stereotypes); Area 2 (gender balance in top positions and decision-making bodies); Area 3 (gender equality in recruitment and career progression); Area 4 (gender mainstreaming in research, teaching and training programmes); Area 5 (combating gender-based violence, including sexual harassment).

The University has also recently established an **Observatory on Gender Budgeting**, in charge of carrying out widespread control on the outcomes and impacts of the actions promoted and monitoring the programming of future policies and the allocation of resources aimed at promoting the obstacles that preclude gender equality, with a view to increasing integration with other programming documents. management and reporting of the University.

Combating discrimination and harassment: the Confidential Counsellor

In March 2024, responding to the provisions of the University Regulations for the prevention and combating of discrimination and harassment in the workplace and study, the Confidential Counselor of the University of Florence

🔗 Confidential Counse-lor

took office, with the task of supporting the University in the fight against direct and indirect discrimination, harassment, sexual harassment and moral harassment, also in terms of mobbing, through training, information, assistance, consultancy and relationship activities. The preparation of its own web page, and a series of easy-to-find communication channels, as well as the possibility of appearing in some dedicated public meetings, has favored the start of the activities of this figure, who in less than a year has intervened and provided advice on **18 occasions**, of which 6 by the staff and 12 by the student community (a total of 13 women and 5 men).
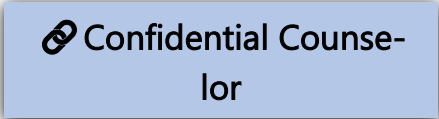
Psychological counseling

The **Center for Psychological Counseling, Psychotherapy and Clinical Psychology Services (CeCoPs),** established in 2021, offers **psychological counseling and intervention** programs aimed at managing personal and relational discom-

🔗 CeCoPs

fort. Students of the University of Florence (including those enrolled in specialization courses and PhDs) can access the Centre's service by submitting a dedicated form duly completed using the Unifi institutional account, following which an initial welcome meeting is proposed aimed at identifying the most suitable path to deal with the difficulty presented. The service has produced very high intervention numbers since its first disbursement, with the 2024 figure counting almost 400 interventions carried out, of which more than 50% off-site.
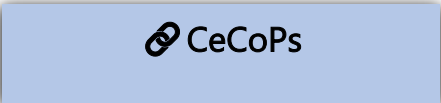
CeCoPs activity report (number of services offered 2024)	
Counseling	192
Group activities	39
Additional activities	3
Reception only	79
Pending	14
Started without continuation	62
Total	**389**

Figure 38 – Balance of the activities provided by CeCoPs during 2024 (source: Report of the Vice-Rector for Teaching, Guidance and Student Services).

6 | Environment, resources and sustainability

The concept of sustainable development is anchored in the definition that back in 1987, the president of the World Commission on Environment and Development, Gro Harlem Brundtland, introduced in the document known as the Brundtland Report: **sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.**

The needs of a community such as that of the University of Florence, which has about 60,000 people (including students and administrative and teaching staff), generate activities that produce a significant environmental impact, which cannot be reduced except with an **integrated and progressive strategy**. The University's commitment to greater environmental sustainability is therefore reflected in several aspects, discussed below.

The University of Florence is part of a wide network that includes Italian and foreign universities, research institutes and companies committed to environmental sustainability and social responsibility, including the University Network for Sustainable Development (RUS), the Italian Alliance for Sustainable Development (ASVIS), the European University for Well-being (EUniWell – see § 4.5), European University Alliance, New European Bauhaus (NEB), European School of Sustainability Science and Research (ESSSR). Last but not least, a rather important objective for the University, is to encourage the participation of students also in working groups and internal commissions, as well as the organization of initiatives and activities.

🔗 Sustainable University

🔗 Green Office

🔗 Florence for the Climate

The **Green Office** has the task of raising awareness and informing the academic community and consolidating national and international networks and partnerships with the aim of building and strengthening profitable relationships with other universities, research institutes and Italian and foreign companies committed to the issue of environmental sustainability. The Green Office also coordinates the network of RUS representatives who work within working groups on issues such as food, waste management, mobility, energy, climate change, education, inclusion and social justice, and the university for industry.

Florence is among the 100 European cities that will participate in the EU mission for **100 climate-neutral and smart cities by 2030,** 20 years ahead of the target set by the European Union for the 27 member countries. In this ambitious goal, Unifi has been included among the most important *stakeholders,* taking into account the great impact that a community such as the academic one can have on the territory in terms of emissions. Unifi is among the supporters of "**Florence for the climate**" by participating in the program with initiatives and participation in the meetings.

During 2024, the University of Florence obtained important national and international awards as part of its initiatives on sustainable development issues. Participation in the most prestigious rankings that measure the sustainability performance of universities around the world has in fact highlighted the good positioning of the University of Florence in all rankings, thus confirming our University's attention to sustainable development issues and the goals of the 2030 Agenda.

In the University's most important policy documents (Strategic Plan and Integrated Plan of Activities and Organization) the focus on **ecological transition,** with a declared commitment to all areas of sustainable development, has been renewed and deepened. In sectors such as teaching and research, the main missions of the University, actions have been launched to promote the training of students and the study of young researchers, thus responding to the recommendation on learning for the green transition and sustainable development adopted by the European

Council, with the main objective of preparing the younger generations to face and manage the challenges of the future. Waste management and food waste are also issues that are the subject of initiatives and projects to educate the university community to implement good sustainable practices in daily work and beyond.

Starting from the last two years, however, the University's effort has been particularly focused on some specific sectors: energy consumption, home-university mobility and water consumption, all issues closely linked to the production of CO2 and the geopolitical and climate crises that have characterized the most recent years of our history.

6.1 Procurement Policies

The University of Florence chooses suppliers of goods and services by implementing the principles of Green Public Procurement provided for by European directives and current national legislation (Legislative Decree 36/2023), applying environmental and social criteria to identify the best design solution, product or service in terms of energy consumption, reusability, attention to people's social and labor rightsinvolved in production processes. This approach is further strengthened for procurement related to the European funds of the PNRR, according to the principle of "do no significant harm to environmental objectives" (DNSH), established in art. 18 of the Recovery and Resilience Facility (EU Reg. 241/2021). The acquisition of interior and street furniture, paper, multifunctional equipment for office use, cleaning and sanitization services are just some of the areas on which work is being done to rationalize consumption.

6.2 Power Consumption

The University's building stock consists of buildings built in historical periods that are completely different from the point of view and with a variety of functions that are not directly comparable in terms of energy intensity (e.g. laboratories compared with classrooms or offices).

The University monitors the energy resources absorbed to understand what actions and interventions can be taken for energy efficiency (building insulation, lighting, heating and air conditioning systems, equipment) and to increase the share of use of electricity and thermal energy produced from renewable sources, in order to reduce its CO2 emissions.

For energy supply, the University mainly uses the agreements stipulated by the Regional Central Purchasing Body, which uses CET scrl to carry out tender procedures relating to the supply of electricity, natural gas, heating fuel and for the in-house design of energy efficiency measures.

The main impacts relating to CO2 emissions, electricity consumption, gas consumption and the first results of their reduction through efficiency measures and the use of new technologies such as those attributable to biomass district heating are shown below.

Electrical energy

Electricity consumption represents approximately 85.2% of the University's total energy needs (see Figure 39). The analysis of monthly consumption (see fig. 40) shows a marked increase during the summer months, attributable to the greater use of air conditioning systems, which constitute a decisive component in the University's overall energy demand.

In 2024, total electricity consumption was approximately 35,900 MWh, equivalent to 6,711 tonnes of oil equivalent (toe). The distribution of this consumption among the different geographical areas of the University is rather heterogeneous (see Figure 40): the Sesto Fiorentino Scientific Centre alone absorbs 41.5% of total electricity, followed at a distance by Careggi (24.2%), the Historic Centre (13.8%) and the Novoli Campus (11.3%). The remaining 9.2% is attributable to the other structures of the University of Florence. The remaining 9.2% of energy consumption is distributed among the other campuses and facilities of the University of Florence, contributing to a lesser extent to the overall needs.

Analysing the historical trend in energy consumption (see Figure 42), it can be seen that the figure for 2024 interrupts the downward trend that had characterised the last decade, with the exception of the physiological variations recorded during the two-year period 2020-21 due to the suspension of activities due to the pandemic emergency.

In detail, electricity consumption in 2024 is just 0.4% higher than in 2023, equal to an increase of 144 MWh. This change, however modest, does not reflect a worsening of the energy efficiency of the University's real estate assets, but is entirely attributable to the inauguration of the La Specola museum, which reopened to the public on February 26, 2024. The start of full operations in the new structure has in fact led to an increase in consumption of 372 MWh, thus explaining the slight growth compared to the previous year.
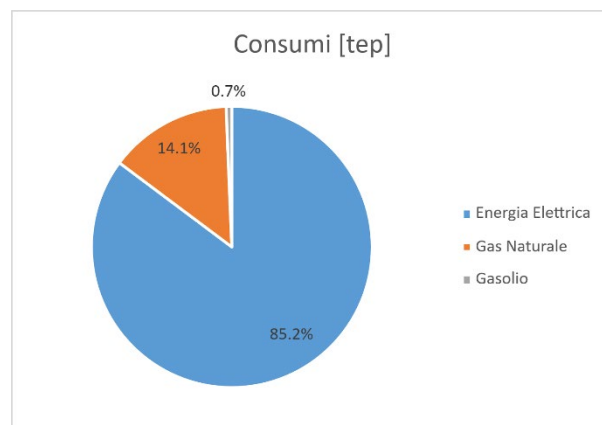
Figure 39 – 2024 energy consumption breakdown by energy carrier. Source: Energy Manager.
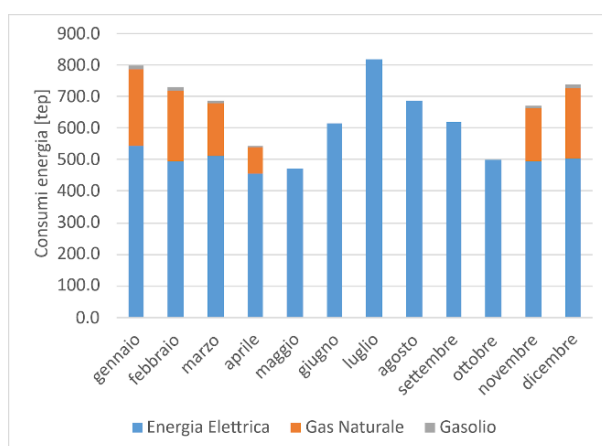
Figure 40 – Monthly energy consumption in 2024 divided by energy carrier. Source: Energy Manager.
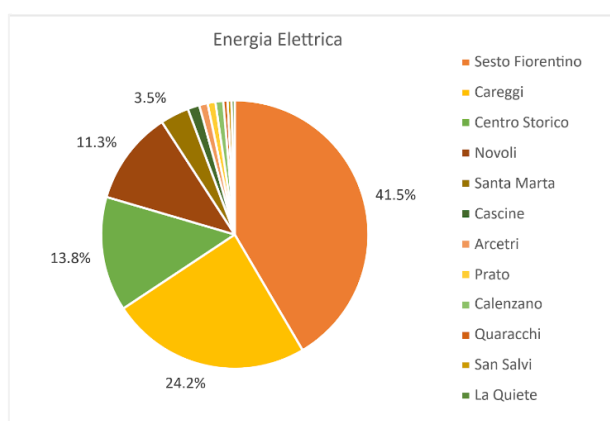
Figure 41 – Breakdown of electricity consumption by geographical area. Source: Energy Ma-
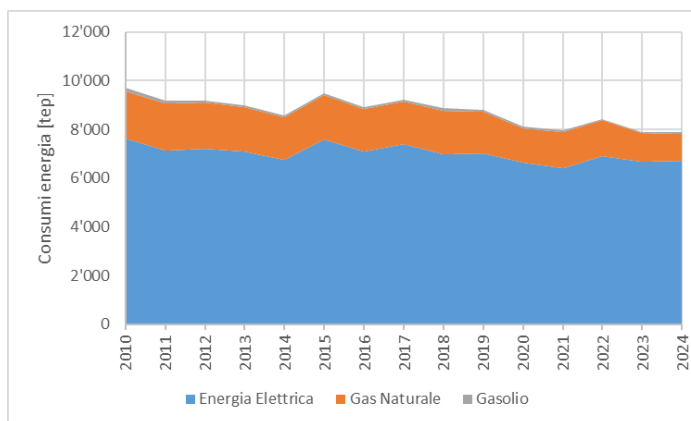
Gas

Natural gas consumption represents a smaller part (about 14.1%) of the University's total energy needs (see Figure 39). The approximately 1,330,000 Sm3 of methane gas essentially go to meet the energy demand for winter air conditioning. In energy terms, it went from 1,941 toe in 2010 to 1,739 in 2019, to 1,249 toe - with the complicity of a mild season - in 2023. 2024 stands at slightly higher values, reaching 1,280 toe. This increase is due to a colder winter, which has increased the need for gas for heating the structures. In particular, referring to the data provided by the Regional Hydrological Service, an average temperature for the month of December 2024 (6.9 °C) is significantly lower than that of December 2023 (9.4 °C).
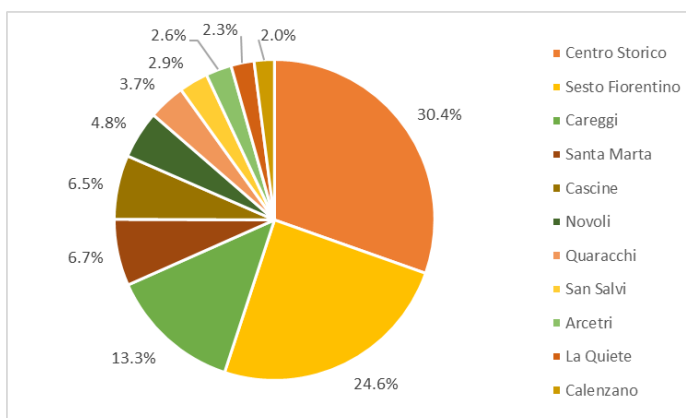
Figure 43 – Breakdown of natural gas consumption by geographical area. Source: Energy Manager.

The consumption of methane gas, equal to approximately 1,330,000 Sm3, is mainly intended for winter air conditioning. In terms of energy, there was a significant decrease from 1,941 toe in 2010 to 1,249 toe in 2023. However, in 2024, consumption increased slightly, reaching 1,280 toe, due to a colder winter than the previous harsh one. In particular, according to data from the Regional Hydrological Service, the average temperature in December 2024 was 6.9 °C, compared to 9.4 °C recorded in the same month of 2023.

As regards the breakdown of natural gas consumption by geographical area (see Figure 43), the main natural gas consuming areas are the Historic Centre (30.4%) and Sesto Fiorentino (24.6%), which together account for more than half of the total thermal energy requirement.

CO2 emissions

The emission inventory of the University of Florence has undergone a change in methodology, adapting to the guidelines formulated by the Network of Universities for Sustainable Development (RUS). In order to maintain consistency in the analysis, historical emission values have also been recalculated. For this reason, there will be differences compared to the values reported in the reports of previous years.

Net of systemic fluctuations due to climatic conditions, the University has reduced total energy consumption (from any source) in the last decade. The national strategy for increasing renewable energy production has also led to the standard emission index for electricity production falling significantly in recent years.

Net of physiological fluctuations and the surge in 2022 mainly due to the energy crisis, the combination of reduced consumption and reduction in emission factors has

Figure 44 – University CO2 emissions history. Source: Energy Manager.

therefore led to a net reduction in overall emissions from 2010 to date (see Figure 44). The university's total emissions are due to 68.8% of electricity consumption, 29.8% of Natural Gas consumption and 1.4% of diesel consumption.

The parameter referring to the **CO2 emitted per person** (considering both permanent staff and PhD students, who ordinarily attend the University's facilities) is equal to 3.004 tCO2 eq/person, **well below the national average**.

6.3 Interventions for environmental sustainability

Energy efficiency

Among the significant investments to promote aspects of energy sustainability, the following are particularly highlighted:

🔗 UNIFI & Energy

- execution in progress of the tender for the construction

of three agricultural buildings at the Sesto Fiorentino Campus. The project has been developed to comply with the LEED® BD + C v.4 for New Construction (Campus Program - Group Approach) standard in order to obtain the PLATINUM certification level;

- the construction of the cycle path within the Sesto Fiorentino Campus is being awarded, to be networked with the path created by the Municipality of Sesto Fiorentino towards Campi Bisenzio to promote sustainable mobility;

- part of the preparatory works for the construction of the New Educational Complex on the Careggi University Hospital Campus are already being carried out, designed with high thermal performance, with plant equipment that will use energy from renewable sources, such as the photovoltaic system positioned on the canopies built in the parking area. The intervention is classified as a nearly zero-energy building (defined as nZEB) by placing it in energy class A4, the highest on the energy rating scale;

- the design for the tender for the redevelopment of the Santa Marta Engineering headquarters is underway: the project involves the arrangement of the facades, the replacement of windows and doors and the new refrigeration plant to improve the energy efficiency of the entire building;

- the redevelopment of the former Geography building is in the design phase, which also has a series of parameters related to energy factors, including a good degree of thermal insulation,

the insulation of the new roof and the internal coat in order to ensure good performance of the envelope and contain energy consumption;

- the new CRIST-CETECS building is also being designed, which will have among its main features an insulation of the perimeter curtain, a photovoltaic system and a BEMS (Building and Energy Management System) supervision and control system such as to ensure the control and monitoring of energy consumption;

- in a similar way, the design of the building to complete the "RISE B" was developed, intended for research laboratories where the installation of a photovoltaic system is planned on the roof and the typological and technological choices, in particular on the heating and air conditioning systems adopted, are aimed at containing consumption and the cost of maintenance and management of the building;

- the new classroom in Sesto Fiorentino is also being designed, which will focus on obtaining nZEB certification or similar.

- the study for the adaptation and modification of the **electricity consumption measurement system** currently present in the Sesto Fiorentino Campus, with the aim of reducing waste, increasing and monitoring efficiency and safety.

- as part of the collaboration project with the CERM, a **40 KWp photovoltaic system is being built** on the roof of the building;

- as part of the XL-Connect and LIFE-2M research projects, by the Department of Industrial Engineering, some **solar canopies** are being built at the engineering laboratories in Calenzano and within the Sesto Fiorentino Campus and two solar curbs, at Santa Marta and in the Teaching Center in viale Morgagni;

- installation of benches and tables for better use of outdoor spaces, replacement of lighting fixtures in Novoli and Sesto and sustainable mobility studies to reduce the need for electricity.

Water

Numerous initiatives have been implemented in order to reduce waste and optimize water use:

🔗 UNIFI & Water

- the **wells were mapped**, by checking those currently
in use and those not used but surveyed, by the Civil Engineering Department, for their restoration;

- on the Botanical Garden, a technical-economic feasibility analysis was carried out for a better and correct use of the existing well for irrigation purposes. To this end, the design of the **new irrigation system** is underway which will allow better use of water and its recycling through innovative systems linked to control and measurement systems;

- with regard to the conscious use of water, in addition to the network of fountains that is dealt with in the "waste" paragraph, it is worth mentioning the initiative, launched in 2024, relating to the reduction of water consumption through the installation of "Nozzle" aerator devices in the 148 taps of the Novoli Campus (the previous year they were installed at the Morgagni Campus).

Waste

To combat the pollution of water sources and natural habitats, careful waste management (differentiation, recovery, disposal) is necessary, which however starts from a responsible and sustainable attitude during the

🔗 UNIFI & Waste

procurement phases, rationalizing purchases and favoring those equipment that at the end of the cycle, except for reuse, are differentiable, decomposable and with the maximum possibility of starting a recovery. The University, in pursuing a virtuous model of circular economy, implements the so-called **rule of the 3 Rs: reduce, reuse and recycle**. With this in mind, the most important initiatives are mentioned below:

- to reduce disposable plastic and all those processes inherent in the use of water packaged in plastic bottles, the University has installed **63 drinking water** dispensers ("*good drinking water")* on its premises, 10 more than those installed in 2023. The *good drinking water* is subjected to quality control by laboratory analysis. In 2024, **1,478,324 litres of water were dispensed (+about 31% compared to the previous year)** that students, teaching and technical-administrative staff consume through the use of water bottles (over 20,000 those distributed free of charge by the University itself), cups or glasses, thus avoiding the use of plastic bottles, with an **estimated saving** of about 2,956,648 plastic bottles disposable half-litre containers, which in turn are equivalent to about **2900 cubic metres of plastic** (see fig. 45).

	2023	2024
Water supplied (in litres) from the fountains	1.128.947	1.478.324
Estimation of avoided plastic (in cubic meters)	2.200	2.900

Figure 45 – Total incremental consumption of water supplied by fountains and estimate of plastic avoided. Source: Green Office.

- the University is also working to **reduce the use of disposable plastic cutlery and tableware in university canteens** (which has led to the use of metal cutlery in a canteen) and to encourage the choice of **sustainable catering** that makes use of non-disposable or at least compostable containers, tableware, cutlery and cups.

- the University is also working to reduce the amount of waste and bulky objects to be treated at a preventive level, by starting a **new use** of surplus objects, especially as regards **furniture**.

- separate waste collection and eco-stages: special containers for plastic, paper and glass are distributed in the various campuses of the University. At the Ecotappe it is possible to bring waste such as aerosol cans, expired medicines, small electrical and electronic equipment, exhausted batteries, toners and cartridges, waste from domestic users for parts of materials that cannot be disposed of in the normal collection circuit. As part of a project of high ethical, social and environmental value – entrusted to the **Il Cerro Social Cooperative, an operator engaged in activities aimed at the social reintegration of disadvantaged people** – 14,650 kg of metal materials **were sent for recovery**.

- special waste: of the **664,750 kg** of special waste produced in 2024, **68.34%** was sent for recovery (see Figure 46). In the management of this waste, the regulatory principles in force have been observed, i.e., except in cases of impossibility, aiming as much as possible at the revalorization of raw materials. As for the materials destined for "destruction", it was mainly laboratory waste, i.e. waste of a chemical, biological and other nature, for which it was not possible to trigger the virtuous cycle of recovery.

	2023	2024
Amount of disposal carried out for hazardous and non-hazardous waste (in kg)	549.576	664.750,5
Quantity of hazardous and non-hazardous waste sent for recovery (in kg)	*410.054*	*454.319,0*
Percentage of hazardous and non-hazardous waste sent for recovery	*74,61%*	*68,34%*
Amount of disposal carried out for non-hazardous waste	429.447	533.021,0

Quantity of non-hazardous waste sent for recovery (in kg)	*382.420*	*427.173,0*
Percentage of non-hazardous waste sent for recovery	*89,05%*	*80,14%*
Amount of disposal carried out for hazardous waste	120.129	131.729,5
Quantity of hazardous waste sent for recovery (in kg)	*27.634*	*27.146,0*
Percentage of hazardous waste sent for recovery	*23,00%*	*20,61%*

Figure 46 – Quantity in kg, type and destination of special waste produced by UNIFI. Source: Green Office.

Green areas

On the Sesto Fiorentino Campus there is a large **wooded area**, the "Park of Ideas", where trees have been planted thanks to a donation from the Salvatore Ferragamo company,

🔗 **UNIFI & Green**

which are maintained and irrigated for the conservation and growth of greenery.

Finally, the area protected by the WWF gravitates in the area surrounding the Sesto Fiorentino Campus for a further extension of 160,892 square meters.

The Botanical Garden is an actor in multiple sustainability practices, especially related to the agronomic management of collections. In this context, projects such as the OBA have been developed. NURTURE. FOOD, a replicable production model for the sustainable production of vegetables with a high nutraceutical value, starting from the "Ortobioattivo" cultivation system. 2 bioactive gardens have been created on the grounds of the "Calamandrei" Student House in Viale Morgagni in addition to the existing one at the Botanical Garden. The activity was promoted by the Department of Agricultural, Food, Environmental and Forestry Sciences and Technologies (DAGRI), and is coordinated by the University Green Office.

6.4 Sustainable mobility

Every year, the Mobility Manager of the University of Florence draws up the **Home-University Travel Plan (PSCL),** including in the type of travel both for work purposes (personal) and for study purposes (students). Considering that the University "moves" almost 70 thousand people as a whole, equal to about 19% of the population of the Municipality of Florence, any initiative aimed at influencing mobility can have a great impact, al-

🔗 **UNIFI & Mobility**

🔗 **Home-Work Travel Plan**

though it is necessary to specify that mobility is a sector of competence of the municipal administration and the University does not have a direct action on the management of local transport.

A first element of great impact on mobility undoubtedly derives from the strengthening of the institution of remote work (see § 5.2), in addition to which the €500,000 paid by the University of Florence to cover the agreement signed by the Municipality of Florence (€600,000.00) and the Tuscany Region (€1,100,000.00) to allow students to take advantage of an **economic benefit for the purchase of subscriptions to the** LPT service in the Florentine metropolitan area. Also in 2024, there was an expenditure of € 60,629.03 used for the activation of the experimental **shuttle bus service** at the Design Campus in Calenzano to supplement public transport considered by users to be insufficient and often inadequate.

"Unifi Pedala!" deserves **special attention** , the initiative of the University of Florence launched thanks to the agreement with the Municipality of Florence for the promotion of the use of bicycles

in home-university travel against the recognition of economic incentives. The University purchased 500 Pin Bike kits that it distributed to staff and students who requested them, incurring a total cost of € 26,450.00. In the face of initiatives aimed at promoting sustainable mobility, the results obtained have recorded a good response from the university community which, however, still remains largely anchored to the use of private transport (cars and motorcycles). The "Unifi pedala" Pin Bike kits were all assigned while for the shuttle to the Calenzano Campus students were transported for a daily number that fluctuates between 46 and 69 depending on the time of year.

The agreement with AT also continues, which allows **staff** to **pay the cost of the subscription in installments** with a discount of 10% for the urban one and 5% for the extra-urban one, as well as **further agreements between Unifi and managers of sharing services** (cars and scooters), with the recognition of discounts on rental prices. The systematic collection of data on the ways in which the university community moves, services and infrastructural equipment at Unifi campuses (parking lots, pedestrian paths, etc.) has helped to measure **the University's performance in terms of sustainable mobility**, with a **score in the international "Greenmetric"** rankingwhich in 2024 confirms the positive impact of mobility on the University's overall assessment (1250 points obtained in the "Transportation" section out of a total of 7,985 points).

6.5 Communicating sustainability

To raise awareness among the university community and all citizens on issues that directly impact the future of the younger generations and collective well-being and promote the adoption of sustainable behaviors, the University promotes various communication and population involvement initiatives.

🔗 Green Book

🔗 UNIFI
Green Week

From 15 to 22 April 2024, the second edition of Unifi **Green Week took place**, in collaboration with Euniwell and under the patronage of RUS (Network of Universities for Sustainable Development).

Other initiatives include:

- **Citizens Science initiatives**: moments of discussion with citizens on environmental and social sustainability issues were promoted during the European Research Night (Bright Night 29 September 2024), and ScienzEstate, an event dedicated to elementary, middle and high school students. As well as participation in projects of the Unifi Extra Call for Proposals, they made it possible to intervene on issues related to food sustainability (The Taste for Sustainability and SAFE-Sisma, Floods and Landslides, knowledge and mitigation of risks for environmental sustainability), the latter culminating in two days, 21 and 22 September 2024, open to citizens at Villa Demidoff in Pratolino.

- **Training courses**: activities for students and technical and administrative staff. In particular, courses on Ecological Transition were provided at Unifi aimed at new hires. In addition, in collaboration with the Teaching and Learning Center (T&LC), the course "Zero Lesson for Sustainability: Sustainability Skills for Professional Development: Sustainable Development and SDG'S in University Education 2024-2025" was created for master's degree students.

- **Participation in university orientation events:** during which Unifi's commitment to sustainable development issues was illustrated to future freshmen, offering future students the opportunity to participate in University activities once enrolled.

- **Collaboration with local authorities**: Unifi is a partner of the Municipality of Florence for initiatives related to the Florence for the climate project which, among other activities, saw the launch in January 2025 of the Unifi pedala sustainable mobility project entirely designed during the previous year. The agreement with Legambiente and the network of relationships with other local realities that deal with environmental issues are also the result of constant and continuous work by the Green Office.

- **Communication channels:** to make the University of Florence's commitment to environmental sustainability recognisable, the University has adopted a clear visual identity that identifies the events promoted by the Green Office. The vademecum designed to remind you of good daily practices even during work (Green Book) is available on the website. The Unifi Sostenibile website and the Facebook page are managed directly by the Green Office, which also makes use of institutional communication (Newsletter, Unifi Magazine, Social Unifi) for the promotion of its events.

7| Cultural heritage

The University has a conspicuous cultural heritage, consisting of those assets that have a particular interest, as well as economic value, at an artistic, historical, bibliographic, ethno-anthropological or archival level. Its conservation, expansion and enhancement are the main mandate of the Library System and the University Museum System.

7.1 Libraries

The **University Library System** provides a qualified set of information services to support teaching and research; it ensures the growth, conservation and use of the University's book and documentary heritage, including in digital format, and the processing and dissemination of bibliographic information. It allows the use of resources and services even beyond the university community, through interlibrary loan, the online service **Ask in the library**, the *free* contents of the electronic and digital collection, cultural initiatives open to citizens also organized in collaboration with local bodies. The System includes **five thematic area libraries** and a digital library, which takes care of and promotes the development of services relating to electronic and digital resources and technological innovation; the **library of the University Campus of Prato** (PIN) is also coordinated with the University Library System.

University Library Service: facilities and offer	
Libraries	5
Service points	14
Reading places	2.525
Group study rooms	11 (142 places)
Total area	33,257 sqm (of which 19,783 sqm accessible to the public)
Weekly opening hours	692,5
Volumes	3,983,862 (4,010,545 with PIN Library)
New Inventories	17.184
Historical collections and special collections	175
SBA Archival Collections	110 (of which 78 described in Chartae)
Electronic periodicals	96.867
Databases	228
E-book	367.408
Open Access Full Text in the FLORE Institutional Repository	45.952
Collections digitized in Fingerprints	20 (12,906 resources, 236,948 images)
Virtual Exhibitions	20

Figure 47 – SBA offer: structures and book heritage. Source: SBA.

The area libraries provide their services in **14 service points scattered throughout the Florentine territory** and have **a bibliographic heritage of about 4 million documents**, constantly growing, mainly books and magazines but also maps, photographs, microforms, audiovisuals and more. The resources of the **Digital Library** are also rich; constant study and digitization work feeds the Impronte Digitali portal, which offers online access to a selection of valuable specimens, guaranteeing their usability and at the same time preserving the originals from possible damage deriving from direct consultation. The Chartae portal, the result of the work of reorganization, inventorying, description, digitization of the archives of the Library System, since 2020 has housed the archival collections of the entire University, also including the documents described by the Historical Archive and Villa La Quiete. Fingerprints and Chartae make copies and documents accessible online to researchers, scholars, enthusiasts from all over the world.

The University Library System has always been open to the Florentine territory, nationally and beyond. We remember the collaboration with other Tuscan universities on the SBART project,

and with prestigious Florentine institutions, such as the Accademia della Crusca, the Franceschini Foundation, the International Society for the Study of the Latin Middle Ages, the Library of the Museo Galileo, for the management of the catalog. The Humanities Library collaborates with the Tuscany Region by hosting and managing the Crocetti Library specialized in bibliography, librarianship, archival studies; it is also the headquarters of CEDAF, the Documentation Center on the Floods of Florence, which includes numerous prestigious city institutions in the scientific committee. The European Documentation Centre, which is located at the Social Sciences Library, is open to any interested EU citizen.

The University libraries guarantee **very long opening hours** and are located in various points of the city and offer a total of 2,525 study places. Projects are underway to **convert the spaces**, carried out not only in order to gain suitable places for the growth and proper conservation of the collections but also in order to meet the multiple study and research needs of students and scholars. Average daily attendance (counted at the busiest time) is **constantly increasing** (1,226 on average, +8% compared to 2023) The customer surveys carried out at the University in 2024 fully confirmed satisfaction not only with the services but also with the environments and availability of the staff.

University Library Service: services provided	
Loans of volumes and physical documents	80,866 (-1% compared to 2023)
Renewals	91,949 (+36% compared to 2023)
On-site consultations (total 2024)	57.385
On-site consultations (May-December 2024)	41.241 (+ 47,9%)
Self-service scans	94.386 (-15%)
Digitized documents	4.623 (-4,6%)
Documents sent from libraries outside Unifi	5.225 (-3%)
Documents sent to libraries outside Unifi	8.011 (-3%)
Archival collections: on-site consultations + remote consultations	472 (+75%)
Viewing/downloading from electronic periodicals	1.806.214 (+5%)
Counter Database Searches	585.405 (+15%)
E-book requests	115.114 (+60%)
Digital loans	60.044
Virtual exhibition displays	88.871 (+57%)
Information provided online through "Ask the Library" (asynchronous reference)	289 (-1%)
Bibliographic information transactions via videoconference or in person (synchronous reference)	1.506 (+23%)
Synchronous training: face-to-face courses and videoconferencing	75 courses (-18%); 314 hours (-13%); 2,182 participants (-29%); 278 loans disbursed (+64%)
Asynchronous Training: Moodle Courses	30 courses (+20%); 393 hours (+26%); 2,396 participants (+6%); 4,317.5 loans disbursed (+8%)
Advice provided on transformative contracts, FLORE, research quality assessment	943 (+69%)
Loans to prisoners of the Penitentiary Complex	139 (+96%)
Home loans for disabled users	19 (+111%)

Figure 48 – SBA: services provided in 2024 and comparison with 2023. Source: SBA.

In addition to traditional consultation, loan, interlibrary loan and document delivery services, the Library System combines advanced services such as research assistance, training courses on tools and methods of bibliographic research, some of which with recognition of training credits in the course of study, assistance in the enhancement of research products and quality assessment procedures. The 2024 figure shows a slight decline in physical services, consistent with the increase in the digital offer to which the SBA is tending (see Figure 47).

Finally, specific services for disadvantaged users **deserve to be mentioned**, such as the loan to students of the **University Penitentiary Campus**, and the resources and tools for **people with disabilities, visually impaired and blind**. In 2023, the collaboration with Unifi Include led to the activation of the Accessible Books service, which allows University students with severe specific disabilities to find the necessary texts in an alternative and accessible format: the libraries assist users in finding texts and collaborate with Unifi Include in digitization operations.

The libraries give life, individually or in concert with other structures of the University, free initiatives intended for a wide audience; they also contribute to initiatives organised by external bodies. In 2024, there were 51 Public Engagement initiatives, including: the exhibition "Edocere medicos: history of medical-surgical training in Florence", participation in ScienzEstate and Bright Night, the "Agristorie" and "Archistorie" exhibitions.

7.2 Museums

The **University Museum System** (SMA) originates its identity from the Museum of Natural History of the University of Florence, of which it preserves the tradition of over four centuries. It guarantees the conservation, enhancement, promotion and public use of the scientific, historical-scientific and historical-artistic collections it houses, at the service of the community and scientific and museological research; promotes the growth of collections and the study and enhancement of cultural heritage under its protection with coordinated actions with other national and international institutions, bodies and subjects, accepting research requests from all over the world and making assets and related data available through their digitization; carries out educational and dissemination activities, establishes continuous collaborations with schools of all levels for the development of joint projects aimed at the dissemination of culture, stipulates agreements with voluntary associations that carry out activities for the protection and dissemination of cultural heritage. He carries out

Figure 49 – Locations of the University Museum System.

research activities and takes care of the production of scientific publications, including high-impact and popularized ones.

The Museum of Natural History, which is divided into several locations (see fig. 49) and is one of the largest in Europe, houses a total **of over six million naturalistic collections**. Through its many activities, the University Museum System plays a cultural, educational and social role appreciated in the city, national and international community. In 2025, the Museum of Natural History will celebrate, with a year-long calendar of events, the **250th anniversary of its establishment**, which took place on February 21, 1775 by Grand Duke Peter Leopold of Lorraine.

The beginning of 2024 saw an extraordinary commitment to the completion of the installations and the **reopening** in February **of the prestigious La Specola Museum**, already famous for its zoological collections and anatomical waxes. The days leading up to the inauguration were attended by the President of the Republic, Sergio Mattarella, in conjunction with the celebrations of the centenary of the Florentine university. Also on the occasion of the event, a cycle of 5 meetings with the public and a conference was held in the Aula Magna entitled "Works and restorations in La Specola". After the renovation work was completed, on February 22, 2024 La Specola reopened to the public, with the expansion of the exhibition itinerary and the addition of 13 new rooms, dedicated to mineralogical and botanical collections, with wax plants and late Baroque paintings. After the reopening of the Museum, the commitment continued to prepare

the rearrangement of the storage rooms of the mammal collections in the spaces of the Minera-liter exhibition, with the restoration of the historical furnishings.

The University Museum System also includes the two **historic residences Villa La Quiete and Villa Galileo**, on the hills north and south of Florence respectively. Villa La Quiete and Villa Galileo have been accessible with a specific program, as part of events or on request, with guided tours by reservation. The number of visitors doubled compared to 2023, reaching a total of 143,528 in 2024.

A major restoration work was carried out by the University on the **historic Garden of Villa La Quiete**, the last extraordinary example of the gardens created by the Medici family, and concluded in the first half of 2025 with an extraordinary opening ceremony to the public. The redevelopment intervention was financed by the Ministry of Culture with EU funds as part of the #NextGenerationEU program. Two portraits from 1789, stolen in 1990 and recovered by the Carabinieri, depicting Peter Leopold and Maria Luisa of Bourbon, executed by the painter Diomira Franchi for the room reserved for the visits of Grand Duke Peter Leopold, have returned to their headquarters. The complex restoration carried out by the Opificio delle Pietre Dure of the precious scagliola with the coat of arms of the Gondi family, set up in the frescoed apartment of the Palatine Electress, has also been completed.

The museums of Anthropology and Ethnology and Geology and Paleontology are open six days a week, morning and afternoon.

The panorama of **visitors** is very articulated and differs for each museum: the Museum of Anthropology and Ethnology and the Botanical Garden are mainly visited by an adult public, while the Museum of Geology and Paleontology records a good percentage of young audiences, often represented by school-age children, with peaks of attendance from October to May. About 90% of visitors say they are satisfied with their visit and often return to visit the collections; the fittings, the information materials provided and the courtesy of the staff are evaluated in a particularly positive way. School visits to museums, especially in Paleon-

Structure	Visitors 2023	Visitors 2024
Botanical garden	32.571	40.540
Anthropology and Eth-nology	13.166	14.532
The Specola	-	63.235
Geology and Paleonto-logy	25.860	24.574
Villa La Quiete	874	647
Villa Galileo	902	-
Total	**73.373**	**143.528**
Of which undergra-duate students:	3804	7549

Figure 50 – Visitors to the University Museum System in 2024 and comparison with 2023. Source: SMA.

tology and Botanical Garden, have increased compared to 2023. Educational workshops for schools and families and Easter, Christmas and summer camps were also activated at the Natural History Museum open to the public, including La Specola.

In May, the second edition of the art-science project "Grasping the Cosmos. The meaning of the stars II", in collaboration with the Galileo Galilei Institute of the National Institute of Nuclear Physics, the National Institute of Optics and the National Institute of Astrophysics - Astrophysical Observatory. The proposal, including the exhibition of the artist Daniela De Paulis, a series of guided tours, workshop activities and meetings with experts, saw a large participation of the public.

In collaboration with both public institutions and private foundations or associations, 20 projects continued and 8 new ones were activated, from dissemination, to heritage protection, to conservation. The curators of the SMA are involved in the two European projects, DiSSCo Transition — to build a single European e-science infrastructure for the sharing of discovery, access, interpretation and analysis of complex data from collections of nature museums across Europe — and

TETTRIs — on systematics, ecology, citizen science and taxonomic education of some groups of animals and plants.

The naturalistic collections of the Museum of Natural History are the subject of study and research by curators and numerous scholars from all over the world. Requests for research on paleontological collections are confirmed as the most numerous in terms of number of days, followed by those relating to herbariums, as well as numerous loans from entomological collections.

7.3 Arts and Entertainment

The University of Florence promotes the dissemination and enhancement of the performing arts throughout the academic community and also for the benefit of the external public, through the **theater company** "Binario di scambio", the **University Choir** and the **University Orchestra**. Participation in the activities, free of charge, is open to students, teachers and technical and administrative staff; in addition to regularly participating in official ceremonies and initiatives promoted by the University, the choir, orchestra and theater group offer various entertainment events to citizens.

🔗 Company Theatrical

🔗 Choir

🔗 Orchestra

8 | Reclassification of the Income Statement

This chapter is dedicated to the illustration of the information that is recorded in the accounting and financial statements of the universities. This part is therefore dedicated to the analysis of economic and financial resources through the reclassification of accounting data in order to: assess the university's ability to attract resources autonomously and analyze and explain the contribution made to its stakeholders, as well as to explain the university's investment policies on the sustainability front.

The analysis of the accounting data takes place over a three-year period and is based on the reclassification of the data provided for in the documents of the University's Consolidated Financial Statements. In particular, it focuses on:

● the *Structure of income and contributions*, mainly aimed at verifying the ability to attract resources independently;

● the *Operating cost structure*, aimed at interpreting the university's policies towards its current and future stakeholders.

A method of reclassification of accounting data, both for private and public universities, refers to the construction, according to traditional methods, of the statements for determining and allocating the added value.

Value added (VA) represents the difference between the value of the production of goods and services and the costs incurred by individual production units for the purchase of inputs from other companies. It represents, therefore, the value that the factors of production used by the firm, capital and labor, have 'added' to the inputs purchased from outside, in order to obtain a given production. In the case of the Budget of the University of Florence, the Added Value is given by the wealth produced by the University net of intermediate production costs. This is an economic and social value as it considers the remuneration of all stakeholders who cooperate in the University's results.

In particular, the analysis of income and contributions reflects the classification of operating income by source as provided for in the income statement (teaching and training, scientific research, commercial activity, ministerial or community transfers and from local public bodies). Especially:

➢ **Own income:**
- for teaching and training
- commissioned research and technology transfer
- from research with competitive funding

➢ **Other Income:**
- from commercial activity
- for interventions of the right to education
- for care activities
- Other income and miscellaneous income

➢ **Contributions:**
- by MUR and others
- Central government
- from the Region
- from EU/International Bodies
- by other public and private entities.

As far as the structure of operating costs is concerned, however, these are divided into personnel costs, current operating costs, depreciation, amortization and write-downs, provisions for risks and charges and miscellaneous operating expenses. In particular, personnel costs and those relating to current management must be analysed in their structure, namely:

➢ **Staff**: dedicated to teaching; dedicated to research; managers; technicians and administrative.

➢ **Current management**: support for students; right to study; technical-managerial services and collaborations; transfers to partners of coordinated projects; use of third-party assets; books, periodicals and bibliographic material; laboratory material; other materials; research and publishing activities; other costs.

This perspective of classification by nature makes it possible to highlight transfers to third parties (through scholarships, contributions, various disbursements), personnel costs including all related charges (including tax and social security) and other charges of current management.

The determination of the VA (see Figure 51) was carried out through the reclassification of the values of the income statement and in the proposed representation the two tables, respectively, indicate its determination and distribution. In the "determination" table it is possible to grasp the data of the overall added value generated by the system, with details of core operations and extraordinary items. The statement also parameterizes the impact of the individual components on the value of production as well as that of intermediate costs.

	2024		2023		2022	
I. Own income	150.748.894,68	29%	133.409.599,69	27%	106.283.044,70	23%
II. Contributions	358.624.143,86	68%	350.898.628,40	70%	336.472.247,00	73%
V. Other income and miscellaneous income	17.422.664,18	3%	18.758.844,20	4%	16.722.995,62	4%
A) Value produced	526.795.702,72	100,0%	503.067.072,29	100%	459.478.287,32	100,0%
Consumption	11.626.337,62	2,3%	9.727.539,78	1,9%	9.136.723,28	2,0%
Services	66.762.619,37	13,3%	60.884.861,23	12,1%	65.681.327,84	14,3%
Use of third-party assets	2.717.897,68	0,5%	2.232.829,80	0,4%	2.305.482,15	0,5%
Provision for risks and charges	18.572.819,62	3,7%	12.677.121,34	2,5%	11.468.500,85	2,5%
Miscellaneous operating costs	650.485,93	0,1%	855.130,78	0,2%	514.067,74	0,1%
B) Intermediate costs of production	100.330.160,22	19,0%	86.377.482,94	17,2%	89.106.101,86	19,4%
C) Characteristic value added (A-B)	426.465.542,50	81,0%	416.689.589,35	82,8%	370.372.185,46	80,6%
D) Extraordinary income and expenses	13.344.391,93	2,5%	210.165,31	0,0%	1.841.784,09	0,4%
E) Global added value created (C+D)	439.809.934,43	83,5%	416.899.754,66	82,9%	372.213.969,55	81,0%

Figure 51 – Statement of determination of the Added Value for the year 2022 - 2024.

The analysis of the three-year period highlights a constant growth in the value of the product, largely attributable to the increase in own income rather than contributions. On the side of intermediate costs, the weight of consumption and services is increasing, which constitute the largest part of these costs. The value added in the three-year period is growing and this means that the change in the value of the product is greater than the change in costs.

The VA distribution prospectus (Figure 52) shows the financial remuneration of the various categories of stakeholders (students, staff, public administration, creditors, etc.); in particular, for human resources – typically the entity that absorbs most of the resources for universities – the value relating to staff dedicated to research and teaching and that of managerial and technical-administrative staff is clearly reported.

A) Staff Remuneration	**274.890.944,25**	**62,50%**	**248.908.013,31**	**59,70%**	**237.567.494,41**	**63,83%**
1) Costs of personnel dedicated to research and teaching	207.501.766,02	47,18%	188.753.397,77	45,28%	179.632.699,78	48,26%
2) Costs of managerial and technical-administrative staff	67.389.178,23	15,32%	60.154.615,54	14,43%	57.934.794,63	15,56%
B) Support for students	**78.274.165,79**	**17,80%**	**73.201.289,91**	**17,56%**	**66.019.598,61**	**17,74%**
C) Cost for research and publishing	**252.094,64**	**0,06%**	**248.803,47**	**0,06%**	**238.599,43**	**0,06%**
D) Transfers to partners in coordinated projects	**11.178.556,67**	**2,54%**	**22.624.224,34**	**5,43%**	**10.176.259,86**	**2,73%**
E) Contributions to organizations and membership fees	**15.878.201,86**	**3,61%**	**11.138.982,13**	**2,67%**	**11.336.256,38**	**3,05%**
F) Remuneration of the Public Administration	**17.585.794,90**	**4,00%**	**16.513.447,67**	**3,96%**	**15.692.947,93**	**4,22%**
1) Direct taxes	15.469.222,34	3,52%	14.347.669,60	3,44%	13.691.830,98	3,68%
2) Indirect taxes	2.116.572,56	0,48%	2.165.748,07	0,52%	2.001.116,95	0,54%
G) Remuneration of Credit Capital (net of financial income)	**1.176.689,94**	**0,27%**	**842.652,78**	**0,20%**	**3.360,60**	**0,00%**
H) Remuneration of the structure (depreciation, amortization and write-downs)	**20.593.504,73**	**4,68%**	**18.676.241,86**	**4,48%**	**18.728.946,56**	**5,03%**
I) Increase in Shareholders' Equity	**19.979.981,65**	**4,54%**	**24.746.099,19**	**5,94%**	**12.450.505,77**	**3,34%**
J) Distributed global value added	**439.809.934,43**	**100,00%**	**416.899.754,66**	**100,00%**	**372.213.969,55**	**100,00%**

Figure 52 – Prospectus of distribution of Added Value for the year 2024 - 2023.
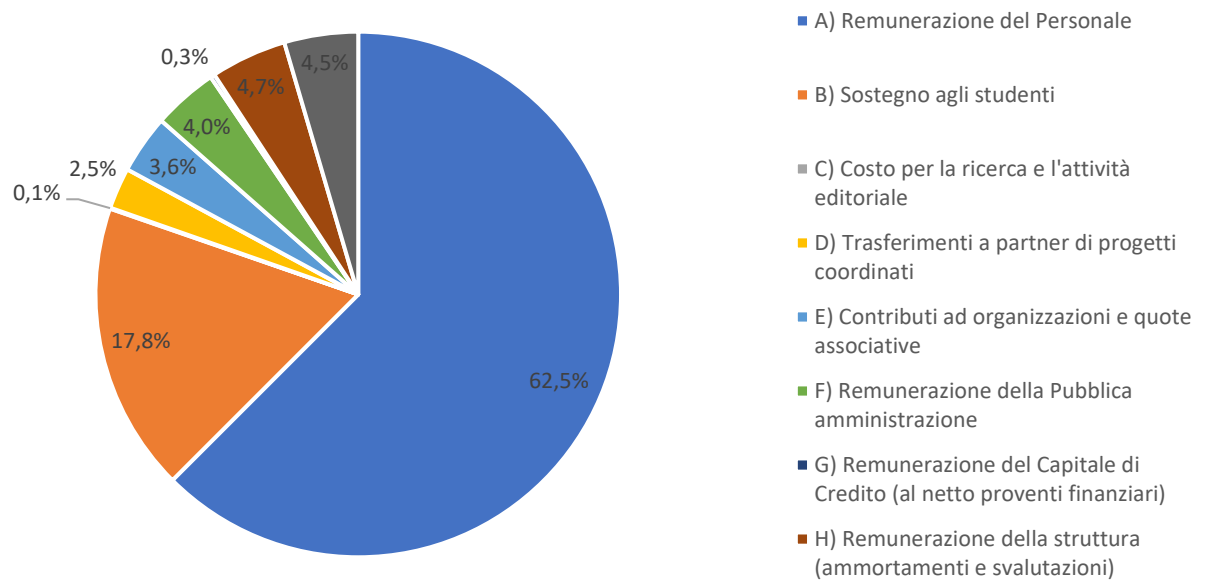
Figure 53 – Distribution of Added Value in 2024.

Legend:

- A) Remunerazione del Personale
- B) Sostegno agli studenti
- C) Costo per la ricerca e l'attività editoriale
- D) Trasferimenti a partner di progetti coordinati
- E) Contributi ad organizzazioni e quote associative
- F) Remunerazione della Pubblica amministrazione
- G) Remunerazione del Capitale di Credito (al netto proventi finanziari)
- H) Remunerazione della struttura (ammortamenti e svalutazioni)

9 | Final Thoughts

The drafting of the 2024 Social Report confirms the University of Florence's commitment to integrating the dimensions of sustainability – economic, social and environmental – into its institutional missions of teaching, research and third mission. At the end of the report, a summary of the strengths and areas for improvement that are believed to characterize the University's work in terms of social and environmental sustainability, in relation to its institutional missions, is offered below:

Scope	Strengths	Challenges/areas for improvement
Governance	Strategic vision aligned with the UN 2030 Agenda Analysis of the expectations of its stakeholders through the materiality matrix	
Teaching and students	Updated training offer on sustainability issues Steady increase in university enrolments over the last 10 years Employability of graduates (compared with national averages)	Graduation time
Research and Third Mission	Conspicuous research and innovation activities on sustainability issues Public Engagement initiatives that strengthen the link with the territory	
Internationalization	Significant international relations	International attractiveness of teachers and researchers Training activities carried out abroad
Human Capital	Focus on the long-term sustainability of staff stocks Boosting staff training Work-life balance institutions	Permanence in the system of researchers hired on PNRR funding Hours of training carried out by teaching staff
Cultural heritage	Usability of the documentary and museum heritage by citizens and the scientific community	
Environment and resources	Focus on water and waste management	Energy efficiency of buildings Accessibility of facilities

The University is aware of its role as an engine of sustainable development and many of the activities reported testify to tangible results in this regard. However, the path towards a fully integrated vision of sustainability suggests some areas for improvement, including in the reporting process. For future editions of the Social and Sustainability Report, the aim is therefore to

give greater evidence of strategic management for sustainability, identifying clear objectives and measurable performance indicators (KPIs) and achieving a systemic reading of sustainability as an interaction between the environment, society and the economy.

Appendix

A.1 Staff as at 31/12/2024

Time series for teaching and research staff

Role	2018	2019	2020	2021	2022	2023	2024
Full Professors	**387**	**371**	**372**	**384**	**393**	**384**	**412**
of which full-time	*361*	*346*	*347*	*358*	*366*	*359*	*385*
of which fixed-term	*26*	*25*	*25*	*26*	*27*	*25*	*27*
Associate Professors	**754**	**780**	**800**	**841**	**843**	**854**	**899**
of which full-time	*721*	*743*	*759*	*805*	*804*	*816*	*860*
of which fixed-term	*33*	*37*	*41*	*36*	*39*	*38*	*39*
Permanent researchers	**261**	**239**	**184**	**165**	**126**	**117**	**106**
of which full-time	*244*	*224*	*173*	*153*	*116*	*107*	*96*
of which fixed-term	*17*	*15*	*11*	*12*	*10*	*10*	*10*
Fixed-term researchers	**282**	**277**	**309**	**332**	**434**	**509**	**434**
of which full-time	*277*	*273*	*305*	*328*	*429*	*503*	*430*
of which fixed-term	*5*	*4*	*4*	*4*	*5*	*6*	*4*
Total	**1.684**	**1.667**	**1.665**	**1.722**	**1.796**	**1.864**	**1.851**

Source: CSA, data as at 31/12 of each year

Time series of technical and administrative staff

Role	2018	2019	2020	2021	2022	2023	2024
Executives	**10**	**10**	**10**	**10**	**11**	**12**	**11**
of which fixed-term	*3*	*2*	*2*	*2*	*3*	*3*	*3*
Technical and administrative staff	**1.477**	**1.463**	**1.448**	**1.465**	**1.436**	**1.521**	**1.578**
of which fixed-term	*69*	*68*	*38*	*56*	*75*	*93*	*82*
of which open-ended	*1.408*	*1.395*	*1.410*	*1.409*	*1.361*	*1.428*	*1.496*
of which permanent and full-time	*1.171*	*1.183*	*1.207*	*1.225*	*1.208*	*1.281*	*1.493*
of which permanent and part-time	*237*	*212*	*203*	*184*	*153*	*147*	*85*
Language Assistants and Collaborators	**79**	**79**	**77**	**74**	**70**	**70**	**71**
of which fixed-term	*-*	*-*	*-*	*-*	*-*	*-*	*-*
Total	**1.566**	**1.552**	**1.535**	**1.549**	**1.506**	**1.591**	**1.660**

Source: CSA, data as at 31/12 of each year

Technical and administrative staff and managers by structure and functional area

	Administrative Area		Technical Area		Library Area		Social and Health Area		Total	
	N.	%	N.	%	N.	%	N.	%	N.	%
General administration	497	55,6	252	28,2	145	16,2	-	-	894	100,0

Departments	279	48,4	278	48,2	-	-	19	3,3	576	100,0
Schools	78	91,8	7	8,2	-	-	-	-	85	100,0
Other autonomous structures (CLA, LENS)	13	38,2	21	61,8	-	-	-	-	34	100,0
Total	**867**	**54,6**	**558**	**35,1**	**145**	**9,1**	**19**	**1,2**	**1.589**	**100,0**

Source: CSA, data as of 31/12/2024

Technical and administrative staff and managers by type of contract and age group

Type of contract	Age groups				Total
	up to 39	**40 - 49**	**50 - 59**	**60 and over**	
Indefinitely	310	367	507	320	**1.504**
Fixed-term	42	30		13	**85**
Total	**352**	**397**	**521**	**326**	**1.589**

Source: CSA, data as of 31/12/2024

A.3 Number of students enrolled as of 31/12/2022

Student time series

Students enrolled in the Degree Programmes		F	M	Grand total
Bachelor's degree	2021/2022	17.492	13.917	31.409
	2022/2023	18.154	14.160	32.314
	2023/2024	18.175	14.239	32.414
Master's Degree	2021/2022	5.804	4.092	9.896
	2022/2023	5.435	4.002	9.437
	2023/2024	5.453	3.955	9.408
Single cycle degree	2021/2022	6.683	2.893	9.576
	2022/2023	6.819	2.847	9.666
	2023/2024	7.158	2.879	10.037
Old Order	2021/2022	314	200	514
	2022/2023	272	178	450
	2023/2024	229	161	390

Source: University Statistics Bulletin, no. 11 of 2024

A.4 Energy consumption and waste disposal

Energy consumption in 2024 by geographical area

Region	Electricity [kWh]	Natural Gas [Sm3]	Diesel [L]
Sesto Fiorentino	14'692'032	355'982	0
Careggi	8'560'972	182'389	0
Historic Center	4'885'065	444'056	37'588

Region			
Novoli	3'999'151	52'465	0
Santa Marta	1'228'208	81'189	0
Calenzano	834'552	46'420	0
Farmhouses	502'682	77'479	0
Arcetri	362'378	18'477	0
Quaracchi	181'860	35'588	0
Meadow	334'160	0	0
The Quiet	137'258	14'158	19'424
San Salvi	169'148	23'384	0

2024 energy consumption by geographical area converted [toe]

Region	Electricity [toe]	Natural Gas [toe]	Diesel [toe]	TOTAL [toe]
Sesto Fiorentino	2'747,4	297,6		3'045,0
Careggi	1'600,9	152,5		1'753,4
Historic Center	913,5	371,2	33,9	1'318,6
Novoli	747,8	43,9		791,7
Santa Marta	229,7	67,9		297,5
Calenzano	156,1	38,8		194,9
Farmhouses	94,0	64,8		158,8
Arcetri	67,8	15,4		83,2
Quaracchi	34,0	29,8		63,8
Meadow	62,5			62,5
The Quiet	25,7	11,8	17,5	55,0
San Salvi	31,6	19,5		51,2

Conversion Factors:

- Natural gas [$Sm^3 \square$ toe]   = 0.0008360
- Electricity [kWh $\square$ toe]   = 0.000187
- Diesel [L $\square$ toe]   = 0.0009018

Monthly energy consumption 2024 divided by energy carrier

Month	Electricity [toe]	Natural Gas [toe]	Diesel [toe]
January	545,5	285,0	11,2
February	497,4	248,8	10,3
March	510,8	187,2	7,8
April	454,7	84,1	3,8
May	470,1	0,0	0,0
June	614,1	0,0	0,0
July	816,8	0,0	0,0
August	687,0	0,0	0,0
September	618,6	0,0	0,0
October	499,1	0,0	0,0
November	494,8	194,1	7,8
December	502,1	281,2	10,5
Total	6'710,9	1'280,4	51,4

History of University energy consumption by vector and related CO2 emissions (2010-2024)

Year	EE (TOE)	Gas (TOE)	Diesel oil (TOE)	Annual total (TOE)	CO2 EE [t CO2]	CO2 Gas [t CO2]	CO2 Diesel [t CO2]	Total CO2 [t CO2]
2010	7'626	1'941	159	9'726	16'017	4'627	510	21'154
2011	7'120	1940	121	7'435	14'510	4'625	387	19'522
2012	7'199	1'912	82	9'193	14'509	4'558	261	19'329
2013	7'077	1'829	82	8'988	12'493	436	261	13'190
2014	6'753	1'763	74	8'590	11'289	4'203	238	15'730
2015	7'583	1'818	86	9'487	12'901	4'334	276	17'511
2016	7'082	1'745	84	8'911	12'029	4'161	269	16'459
2017	7'405	1'725	86	9'216	12'371	4'113	275	16'758
2018	6'965	1'816	84	8'865	10'634	4'331	271	15'236
2019	7'007	1'739	63	8'809	10'221	4'145	204	14'569
2020	6'636	1'421	62	8'119	9'186	3'388	198	12'771
2021	6'415	1'477	67	7'959	8'887	3'521	215	12'622
2022	6'910	1'461	58	8'429	10'827	3'482	185	14'494
2023	6'684	1'249	53	7'896	8'390	2'993	168	11'551
2024	6'711	1'280	51	7'875	7'139	3'092	150	10'382

Summary table – Waste handled in 2024

EWC Code	Material	P/NP	SF	T/O	Total materials withdrawn in kg	Eligibility of the recovery activity, even partial	Mass of materials sent for recovery kg	Percentage incidence at Recovery %
010408	gravel and crushed stone waste, other than those referred to in heading 01 04 07	NP	SOLID	D15	20,0	NO	0,0	0,00%
020103	plant tissue waste	NP	SOLID	D15	35,0	NO	0,0	0,00%
060106	Other acids	P	LIQUID	D15	1,0	NO	0,0	0,00%
060205	Other bases	P	LIQUID	D15	1,0	NO	0,0	0,00%
060404	Mercury-containing waste	P	SOLID	D15	16,5	NO	0,0	0,00%
070513	solid waste containing hazardous substances	P	SOLID	D15	20,0	NO	0,0	0,00%
070513	solid waste containing hazardous substances	P	LIQUID	D15	2,0	NO	0,0	0,00%
070701	Aqueous washing solutions and mother liquors	P	LIQUID	D15	190,0	NO	0,0	0,00%
080111	waste paints and varnishes, containing organic solvents or other hazardous substances	P	SOLID	D15	646,0	NO	0,0	0,00%
080121	paint or paint remover residues	P	LIQUID	D15	26,0	NO	0,0	0,00%
080317	Used printing toners containing hazardous substances	P	SOLID	R13	1875,0	YES	1875,0	100,00%
080409	Waste adhesives and sealants, containing organic solvents or other hazardous substances	P	SOLID	D15	980,0	NO	0,0	0,00%
090104	Fastening solutions	P	LIQUID	D15	12,0	NO	0,0	0,00%

110116	saturated or depleted ion exchange resins	P	SOLID	D15	160,0	NO	0,0	0,00%
120101	ferrous metal filings and shavings	NP	SOLID	D15	48,0	NO	0,0	0,00%
120103	Filing and shavings of non-ferrous metals	NP	SOLID	D15	20,0	NO	0,0	0,00%
120105	filings and shavings of plastic materials	NP	SOLID	D15	86,0	NO	0,0	0,00%
120109	Emulsions and machine solutions, halogen-free	P	LIQUID	D15	3,0	NO	0,0	0,00%
120109	Emulsions and machine solutions, halogen-free	P	LIQUID	R13	40,0	YES	40,0	100,00%
120112	spent waxes and fats	P	SOLID	D15	3,0	NO	0,0	0,00%
130205	Mineral oils for engines, gears and lubrication, non-chlorinated	P	LIQUID	D15	103,0	NO	0,0	0,00%
130206	Synthetic Engine, Gear & Lubrication Oils	P	LIQUID	D15	113,0	NO	0,0	0,00%
130208	Other Engine, Gear & Lubrication Oils	P	LIQUID	D15	8,0	NO	0,0	0,00%
130701	Fuel oil and diesel fuel	P	LIQUID	D15	3,0	NO	0,0	0,00%
130703	Other fuels (including mixtures)	P	LIQUID	D15	3,0	NO	0,0	0,00%
140602	Other solvents and solvent mixtures, halogenated	P	LIQUID	D15	4158,0	NO	0,0	0,00%
140603	Other solvents and solvent mixtures	P	LIQUID	D15	4654,0	NO	0,0	0,00%
150101	Paper and cardboard packaging	NP	SOLID	R13	95,0	YES	95,0	100,00%
150102	Plastic packaging	NP	SOLID	D15	744,0	NO	0,0	0,00%
150103	Wooden packaging	NP	SOLID	R13	1105,0	YES	1105,0	100,00%
150104	Metal packaging	NP	SOLID	D15	60,0	NO	0,0	0,00%
150106	Mixed material packaging	NP	SOLID	R13	44367,0	YES	44367,0	100,00%
150107	Glass packaging	NP	SOLID	D15	464,0	NO	0,0	0,00%
150110	packaging containing residues of hazardous substances or contaminated with such substances	P	SOLID	D10/D15, R13	13703,0	YES	500,0	3,65%
150111	metal packaging containing hazardous porous solid matrices (e.g. asbestos), including empty pressure vessels	P	SOLID	R13	20,0	YES	20,0	100,00%
150202	absorbents, filter materials (including oil filters not otherwise specified), rags and protective clothing, contaminated with hazardous substances	P	SOLID	Q10	6471,0	YES	35,0	0,54%
160103	End-of-life tires	NP	SOLID	R13	220,0	YES	220,0	100,00%
160113	Brake fluids	P	LIQUID	D15	1,0	NO	0,0	0,00%
160122	components not otherwise specified	NP	SOLID	D15	20,0	NO	0,0	0,00%
160211	end-of-life equipment, containing chlorofluorocarbons, HCFCs, HFCs	P	SOLID	R13	6960,0	YES	6960,0	100,00%
160212	end-of-life equipment, containing asbestos in free fibres	P	SOLID	R13	153,0	YES	153,0	100,00%
160213	end-of-life equipment containing hazardous components (1) other than those referred to in headings 16 02 09 and 16 02 12	P	SOLID	R13	10849,0	YES	10849,0	100,00%

160214	end-of-life equipment, other than that referred to in headings 16 02 09 to 16 02 13	NP	SOLID	R13	48837,0	YES	48837,0	100,00%
160216	components removed from end-of-life equipment other than those referred to in item 16 02 15	NP	SOLID	R13	78,0	YES	78,0	100,00%
160305	organic waste containing hazardous substances	P	SOLID	D15	4446,0	NO	0,0	0,00%
160305	organic waste containing hazardous substances	P	LIQUID	D15	379,0	NO	0,0	0,00%
160504	Gases in pressure vessels (including halons), containing hazardous substances	P	SOLID	R13	11,0	YES	11,0	100,00%
160505	gases in pressure vessels, other than those referred to in heading 16 05 04	NP	SOLID	R13	6,0	YES	6,0	100,00%
160506	laboratory chemicals containing or consisting of hazardous substances, including mixtures of laboratory chemicals	P	SOLID	Q10	2274,0	NO	0,0	0,00%
160506	laboratory chemicals containing or consisting of hazardous substances, including mixtures of laboratory chemicals	P	LIQUID	D15	10314,0	NO	0,0	0,00%
160601	Lead-acid batteries	P	SOLID	R13	493,0	YES	493,0	100,00%
160602	Nickel-cadmium batteries	P	SOLID	R13	1,0	YES	1,0	100,00%
160604	alkaline batteries (except 16 06 03)	NP	SOLID	R13	21,0	YES	21,0	100,00%
160605	Other batteries and accumulators	NP	SOLID	R13	327,0	YES	327,0	100,00%
161001	aqueous liquid waste, containing hazardous substances	P	LIQUID	D15	55,0	NO	0,0	0,00%
170101	cement	NP	SOLID	R13	12360,0	YES	12360,0	100,00%
170201	wood	NP	SOLID	R13	89828,0	YES	89828,0	100,00%
170202	glass	NP	SOLID	D15	1780,0	NO	0,0	0,00%
170203	plastic	NP	SOLID	D15	212,0	NO	0,0	0,00%
170402	aluminium	NP	SOLID	R13	35,0	YES	35,0	100,00%
170405	iron and steel	NP	SOLID	R13	80715,0	YES	80715,0	100,00%
170411	cables, other than those referred to in heading 17 04 10	NP	SOLID	R13	52,0	YES	52,0	100,00%
170503	earth and rocks, containing hazardous substances	P	SOLID	D15	99,0	NO	0,0	0,00%
170504	earth and rocks, other than those referred to in heading 17 05 03	NP	SOLID	R13	3134,0	YES	3134,0	100,00%
170603	other insulating materials containing or consisting of hazardous substances	P	SOLID	D15	45,0	NO	0,0	0,00%
170802	gypsum-based building materials, other than those referred to in heading 17 08 01	NP	SOLID	R13	6845,0	YES	6845,0	100,00%
170904	mixed waste from construction and demolition activities, other than that referred to in items 17 09 01, 17 09 02 and 17 09 03	NP	SOLID	D15, R13	23302,0	YES	21152,0	90,77%
180103	waste that must be collected and disposed of with special precautions to avoid infection	P	SOLID	D10/D15, R13	53095,0	YES	5139,0	9,68%

180103	waste that must be collected and disposed of with special precautions to avoid infection	P	LIQUID	D10, R13	7131,0	YES	511,0	7,17%
180106	hazardous chemicals or substances containing hazardous substances	P	LIQUID	D15	36,0	NO	0,0	0,00%
180202	waste that must be collected and disposed of with special precautions to avoid infection	P	SOLID	Q10	1377,0	NO	0,0	0,00%
180202	waste that must be collected and disposed of with special precautions to avoid infection	P	SOLID	R13	163,0	YES	163,0	100,00%
200101	Paper and cardboard	NP	SOLID	R13	93186,0	YES	93186,0	100,00%
200102	glass	NP	SOLID	D15	2500,0	NO	0,0	0,00%
200121	fluorescent tubes and other waste containing mercury	P	SOLID	R13	66,0	YES	66,0	100,00%
200125	edible oils and fats	NP	LIQUID	R13	20,0	YES	20,0	100,00%
200129	detergents, containing hazardous substances	P	SOLID	D15	240,0	NO	0,0	0,00%
200131	cytotoxic and cytostatic medicines	P	SOLID	R13	330,0	YES	330,0	100,00%
200201	Biodegradable waste	NP	SOLID	R13	24790,0	YES	24790,0	100,00%
200307	bulky waste	NP	SOLID	D15	97709,0	NO	0,0	0,00%
Amount of disposal carried out for hazardous and non-hazardous waste								664.750,5
Quantity of waste sent for recovery								454.319,0
Percentage of waste sent for recovery								68,34%

Key: P=Hazardous waste; NP=Non-hazardous waste; SF=Physical state of the waste (solid, liquid, gaseous); T/O: class assigned by law on the basis of the treatment provided for each species of waste (R13 = Recovery, D15 = destruction; D10 = partial recovery)

Non-hazardous waste sent for recovery in 2024

	NON-HAZAR-DOUS waste			KG SENT TO R	% R
1	010408	gravel and crushed stone waste, other than those referred to in heading 01 04 07	20,0	0,0	0,00%
2	020103	plant tissue waste	35,0	0,0	0,00%
3	120101	ferrous metal filings and shavings	48,0	0,0	0,00%
4	120103	Filing and shavings of non-ferrous metals	20,0	0,0	0,00%
5	120105	filings and shavings of plastic materials	86,0	0,0	0,00%
6	150101	Paper and cardboard packaging	95,0	95,0	100,00%
7	150102	Plastic packaging	744,0	0,0	0,00%
8	150103	Wooden packaging	1105,0	1105,0	100,00%
9	150104	Metal packaging	60,0	0,0	0,00%
10	150106	Mixed material packaging	44367,0	44367,0	100,00%
11	150107	Glass packaging	464,0	0,0	0,00%

					% R
12	160103	End-of-life tires	220,0	220,0	100,00%
13	160122	components not otherwise specified	20,0	0,0	0,00%
14	160214	end-of-life equipment, other than that referred to in headings 16 02 09 to 16 02 13	48837,0	48837,0	100,00%
15	160216	components removed from end-of-life equipment other than those referred to in item 16 02 15	78,0	78,0	100,00%
16	160505	gases in pressure vessels, other than those referred to in heading 16 05 04	6,0	6,0	100,00%
17	160604	alkaline batteries (except 16 06 03)	21,0	21,0	100,00%
18	160605	Other batteries and accumulators	327,0	327,0	100,00%
19	170101	cement	12360,0	12360,0	100,00%
20	170201	wood	89828,0	89828,0	100,00%
21	170202	glass	1780,0	0,0	0,00%
22	170203	plastic	212,0	0,0	0,00%
23	170402	aluminium	35,0	35,0	100,00%
24	170405	iron and steel	80715,0	80715,0	100,00%
25	170411	cables, other than those referred to in heading 17 04 10	52,0	52,0	100,00%
26	170504	earth and rocks, other than those referred to in heading 17 05 03	3134,0	3134,0	100,00%
27	170802	gypsum-based building materials, other than those referred to in heading 17 08 01	6845,0	6845,0	100,00%
28	170904	mixed waste from construction and demolition activities, other than that referred to in items 17 09 01, 17 09 02 and 17 09 03	23302,0	21152,0	90,77%
29	200101	Paper and cardboard	93186,0	93186,0	100,00%
30	200102	glass	2500,0	0,0	0,00%
31	200125	edible oils and fats	20,0	20,0	100,00%
32	200201	Biodegradable waste	24790,0	24790,0	100,00%
33	200307	bulky waste	97709,0	0,0	0,00%
	TOTAL		533021,0	427173,0	80,14%

The values shown in the table correspond to those presented in Table 10 for non-hazardous waste only, both in solid and liquid form

Hazardous waste sent for recovery in 2024

	HAZAR-DOUS wa-ste			KG SENT TO R	% R
1	060106	Other acids	1,0	0,0	0,00%
2	060205	Other bases	1,0	0,0	0,00%

3	060404	Mercury-containing waste	16,5	0,0	0,00%
4	070513	solid waste containing hazardous substances	20,0	0,0	0,00%
5	070513	solid waste containing hazardous substances	2,0	0,0	0,00%
6	070701	Aqueous washing solutions and mother liquors	190,0	0,0	0,00%
7	080111	waste paints and varnishes, containing organic solvents or other hazardous substances	646,0	0,0	0,00%
8	080121	paint or paint remover residues	26,0	0,0	0,00%
9	080317	Used printing toners containing hazardous substances	1875,0	1875,0	100,00%
10	080409	Waste adhesives and sealants, containing organic solvents or other hazardous substances	980,0	0,0	0,00%
11	090104	Fastening solutions	12,0	0,0	0,00%
12	110116	saturated or depleted ion exchange resins	160,0	0,0	0,00%
13	120109	Emulsions and machine solutions, halogen-free	3,0	0,0	0,00%
14	120109	Emulsions and machine solutions, halogen-free	40,0	40,0	100,00%
15	120112	spent waxes and fats	3,0	0,0	0,00%
16	130205	Mineral oils for engines, gears and lubrication, non-chlorinated	103,0	0,0	0,00%
17	130206	Synthetic Engine, Gear & Lubrication Oils	113,0	0,0	0,00%
18	130208	Other Engine, Gear & Lubrication Oils	8,0	0,0	0,00%
19	130701	Fuel oil and diesel fuel	3,0	0,0	0,00%
20	130703	Other fuels (including mixtures)	3,0	0,0	0,00%
21	140602	Other solvents and solvent mixtures, halogenated	4158,0	0,0	0,00%
22	140603	Other solvents and solvent mixtures	4654,0	0,0	0,00%
23	150110	packaging containing residues of hazardous substances or contaminated with such substances	13703,0	500,0	3,65%
24	150111	metal packaging containing hazardous porous solid matrices (e.g. asbestos), including empty pressure vessels	20,0	20,0	100,00%
25	150202	absorbents, filter materials (including oil filters not otherwise specified), rags and protective clothing, contaminated with hazardous substances	6471,0	35,0	0,54%
26	160113	Brake fluids	1,0	0,0	0,00%
27	160211	end-of-life equipment, containing chlorofluorocarbons, HCFCs, HFCs	6960,0	6960,0	100,00%
28	160212	end-of-life equipment, containing asbestos in free fibres	153,0	153,0	100,00%
29	160213	end-of-life equipment containing hazardous components (1) other than those referred to in headings 16 02 09 and 16 02 12	10849,0	10849,0	100,00%
30	160305	organic waste containing hazardous substances	4446,0	0,0	0,00%

31	160305	organic waste containing hazardous substances	379,0	0,0	0,00%
32	160504	Gases in pressure vessels (including halons), containing hazardous substances	11,0	11,0	100,00%
33	160506	laboratory chemicals containing or consisting of hazardous substances, including mixtures of laboratory chemicals	2274,0	0,0	0,00%
34	160506	laboratory chemicals containing or consisting of hazardous substances, including mixtures of laboratory chemicals	10314,0	0,0	0,00%
35	160601	Lead-acid batteries	493,0	493,0	100,00%
36	160602	Nickel-cadmium batteries	1,0	1,0	100,00%
37	161001	aqueous liquid waste, containing hazardous substances	55,0	0,0	0,00%
38	170503	earth and rocks, containing hazardous substances	99,0	0,0	0,00%
39	170603	other insulating materials containing or consisting of hazardous substances	45,0	0,0	0,00%
40	180103	waste that must be collected and disposed of with special precautions to avoid infection	53095,0	5139,0	9,68%
41	180103	waste that must be collected and disposed of with special precautions to avoid infection	7131,0	511,0	7,17%
42	180106	hazardous chemicals or substances containing hazardous substances	36,0	0,0	0,00%
43	180202	waste that must be collected and disposed of with special precautions to avoid infection	1377,0	0,0	0,00%
44	180202	waste that must be collected and disposed of with special precautions to avoid infection	163,0	163,0	100,00%
45	200121	fluorescent tubes and other waste containing mercury	66,0	66,0	100,00%
46	200129	detergents, containing hazardous substances	240,0	0,0	0,00%
47	200131	cytotoxic and cytostatic medicines	330,0	330,0	100,00%
	TOTAL		**131729,5**	**27146,0**	**20,61%**

The values shown in the table correspond to those presented in Table 10 for hazardous waste only, both in solid and liquid form

Consumption of drinking water dispensers in 2024

Plant number	Seat	Fuel consumption recorded from 01/01/2024 to 31/12/2024 (litres)
1	Via Sansone, 6 - Sesto Fiorentino	36.338

2	Via della Pergola, 58	12.344
3	Piazza Ghiberti, 27	42.200
4	Piazza Brunelleschi, 4	94.685
5	Viale Morgagni, 67/a	30.283
6	Viale Morgagni, 59	9.322
7	Viale Morgagni, 40 P.T.	72.839
8	Viale Morgagni, 40 1°P.	103.539
9	Via Santa Marta, 3 disengagement p.t.	97.085
10	Via Santa Marta, 3 corridor p.t. (activated after 31.12.2024)	-
11	Via delle Pandette, 35 – Novoli D4 p.t. (activated after 31.12.2024)	-
12	Via delle Pandette, 35 – Novoli D4 p.1	50.332
13	Via delle Pandette, 21 – Novoli D5 p.1	23.171
14	Via delle Pandette, 9 – Novoli D6 p.t.	62.336
15	Via delle Pandette, 2 – Novoli D10 p.t.	118.779
16	Via delle Pandette, 2 – Novoli D10 p.1 (activated after 31.12.2024)	-
17	Via delle Pandette, 2 – Novoli D10 p.2 (activated after 31.12.2024)	-
18	Piazza Ugo di Toscana – Novoli D14/15 p.2 (activated after 31.12.2024)	-
19	Via Santa Reparata, 93-95	14.983
20	Via San Gallo, 10 P.T.	11.284
21	Via Di San Bonaventura, 13	15.048

22	Piazzale delle Cascine, 18	25.185
23	Via della Torretta, 16	35.316
24	Viale Morgagni, 57	1.974
25	Largo Brambilla, 3 (viale Morgagni)	44.017
26	Via La Pira, 4	26.577
27	Piazza di San Marco, 4	36.646
28	Via Gino Capponi, 9	27.358
29	Via Laura, 48, p.1	45.689
30	Via Laura, 48, p.2 (activated after 31.12.2024)	-
31	Design Campus - Via Sandro Pertini, 93 Calenzano	25.854
32	Promo Design – Via Vittorio Emanuele, 32 Calenzano	7.932
33	Via Pieraccini, 6 (Careggi) - CUBE	47.122
34	DIDA – Via della Mattonaia, 8	30.828
35	SIEF - Via delle Gore, 2	4.983
36	Via della Lastruccia, 3-13 Sesto Fiorentino	30.569
37	Via Sandro Pertini, 16 – Novoli C9	23.987
38	Via P. A. Micheli, 1	9.684
39	Piazza Indipendenza, 8	10.654
40	Via P. A. Micheli, 2	19.980
41	CERM - Via Luigi Sacconi, 6 - Sesto Fiorentino	16.302

42	CTF - Via della Lastruccia, 3, via Ugo Sciff Sesto Fiorentino	13.374
43	INCUBATOR - Via Madonna del Piano, 6 Sesto Fiorentino	15.948
44	HORTICULTURE Via delle Idee, 30	9.271
45	CLA Via degli Alfani, 58	5.177
46	G1 NUCLEAR PHYSICS V. Sansone, 1	15.868
47	PALAZZO GAMBASSO Largo E. Fermi, 2	7.856
48	Via Maragliano, 71	4.605
49	LENS Via Nello Carrara, 1 – Sesto Fiorentino	18.465
50	E1 Viale Morgagni, 65	8.840
51	E2 Viale Morgagni, 63	9.226
52	Via San Salvi, 12	9.066
53	R1 CLASSROOMS METROPOLITAN CITY	12.384
54	Viale Morgagni, 50	30.351
55	P2 CHEMISTRY Via della Lastruccia, 13	13.315
56	N.I.C. Largo Brambilla, 14	11.123
57	DENTISTRY Via Ponte di Mezzo, 13	7.092
58	Specola Museum	9.215
59	Marquee – Beniamino Franklin – via del Guado Sesto F.no	6.324
60	Nursing Sciences Classrooms – Via G. Oberdan Sovigliana – Empoli	9.750
61	Experimental Stables – Via delle Cascine, 23 (activated after 31.12.2024)	-

62	Hygiene – Via Morgagni, 46 (activated after 31.12.2024)	-
63	Classrooms and Museum – Via del Proconsolo, 12 (activated after 31.12.2024)	-
	TOTAL LITRES DISPENSED 2024	**1.478.324**

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