

# Young Researcher Report

IFD 2025

# Young Researchers in Hardware – A Vital Part of INFN

- The INFN community benefits from a high number of young researchers actively contributing to hardware development: many presentation and with very high scientific value in these days by young people.
- **Gender equality** was also evident in the workshop, highlighting a diverse and dynamic workforce. Will this equity stay the same in our future?
- Young researchers play a **key role** in shaping the future of detector technology: there many LONG term project (o(10) years from now)
- Young driven workshop, why is not like this everywhere? In large conferences you see always the same faces? Does the size of collaborations influence opportunities for younger researchers?

**We really love our job!**

# Representation & Transparency – What's Missing?

If we are a essential part of the community, we deserve clarity, dialogue, and the opportunity to be heard.

**Who represents us?** INFN has local representatives for researchers, technologists, and technicians, but young researchers often don't know who represents them. Is there an official **local** representative for young researchers? Why we did not know they exist?

A **clear system** is needed to inform young researchers at all stages of their career: phd, PostDocs, Concorsi... What are the INFN policies for the future?(Stabilizzazioni TD, blocco estensioni degli assegni, contratti di ricerca, CONCORSONE...)

- European Strategy talk was very clear and detailed but there were no reference on manpower effort needed. Where do we fit in the strategy?
- What I am doing is going to give me opportunity to have a career? Do I need to win an ERC and do everything by myself?

**Uncertainty about the future:** young scientists need clear rules and guidance to navigate career paths.

# Challenges & Opportunities for Young Hardware Researchers

**Are we competitive in hardware compared to analysis?** Career opportunities and selection processes must be **fair and unbiased** across different research fields. We know hardware is more discriminated than analysis (report from ECR) but here was not highlighted as a important point form the young in the room. Protected environment? Maybe INFN values more hardware than universities?

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**Empathy matters:** Not everyone experiences a welcoming environment, and some struggle to continue in research.

- **Mobbing** is endemic in our field, many people report unfair treatment and discriminations because of our young age
- Anyway the hardware field seems to be more fair or at least filled with your people that decided to react to abuse and change group/field
  - This seems to be the only solution to solve the issue, no intervention from CUG or other organ
  - The incentive of doing a cool and stimulating job is increasing the threshold for the discrimination we allow to happen