

Even though this phenomenon was definitely not traditionally common, some incidents may continue to occur and may have an impact even if the smallest level of epistemic community is taken into account (few numbers count a lot in lower layers).

Despite all of these caveats, a gross and rounded up number of new positions that can be used in the next few years – more or less during the same years the habilitation will be valid (4 years since the day of publication of results) – can be computed. All estimations here have to assume that, however, new habilitations will be given annually thus creating a chained longitudinal series of people who will have title to apply for associate and full professorships. Hence, larger numbers by sector in the projected year of 2016 (here given in Table 1) equals a stronger struggle for positions.

As indicated in Table 1, the total of employees in Italian universities at the end of 2012 was about 55,000 full time units. The pyramid is quite critical as the ratios among levels may indicate. In fact, for any associate professor there were almost 0.9 full professors, about the same amount as there are currently. For assistant professors, who must all get the habilitation to improve their careers; there are less than three times their ranks compared to full professors (0.36). The associate professors level, though, is about two-thirds the level of assistant professors. Strong differences among scientific sectors, the actual sub-area communities of peers who are claimed to manage themselves through the new rule of habilitation, are therefore very clear. In some cases, there are more full professors than there are associates (ratio over 1). For instance, in the epistemic community 11C2 (Logic, History, and Philosophy of

Science), the number of full professors is very near to the total of the other two layers summed together (0.78). Also, the ratio of associates and assistant professors does not reveal a scattered diversification in the scientific sectors that have been previously analyzed (as a range: max 1.23; min 0.45). Percentages of attained habilitation over the total number of applications can vary from less than 33% to 78%. This is a remarkable difference whose explanation is not easy to identify and whose reasoning may lie on the particular disciplines peculiarities or uses and interpretations of the new institution of habilitation.

An interesting index is the ratio of habilitations given and the vacancies that each scientific sector will experience. To this regard, it can be seen that in many cases the habilitation of a sole wave are two or three times the vacancies of several years (for instance 3/C1). In other cases, the habilitations are more than 10 times the number of expected ceased positions (for instance in 2/B2). Considering the only real number possible<sup>12</sup>, the overall recruitment points for all university and sectors for 2013 could be 445 points that can be used for more than 3,000 habilitations, thus the sectors here are only 20 out of 179. As a result, it is clear that even though there are huge differences between sectors, the winners of habilitations have only overcome a small hurdle; however, they have not accomplished their final endeavor. At the same time, the habilitation here seems to have become a system that signals who can enter (or improve their

<sup>12</sup> [http://attiministeriali.miur.it/media/227960/tabella\\_punti\\_organico\\_2013.pdf](http://attiministeriali.miur.it/media/227960/tabella_punti_organico_2013.pdf).