



# Survey C&C

HRS4R



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## CONTENT

1. Survey and sample .....	3
2. Perception of the results of implementation of the C&C criteria .....	4
3. Results of the survey .....	4
4. Perception of the degree of implementation of the criteria after the working group's debate. ....	9

## 1. SURVEY AND SAMPLE

A survey that evaluates the implementation of the 40 criteria was sent to the 572 researchers of the institute, 159 researchers answered the complete survey (27,80 %). The distribution of the population of the sample universe and the answers received are presented in Table 1.

Table 1. Overall Survey Results

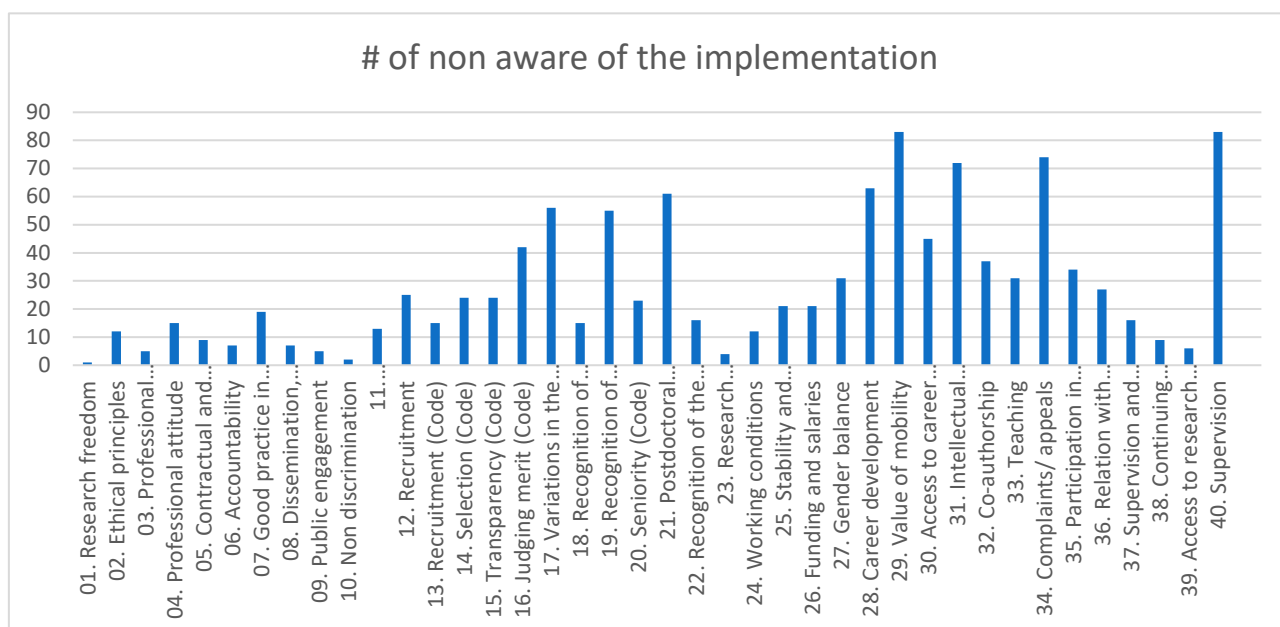
	Universe	% Universe	Sample	% Sample	% Universe
Male	288	50,35	78	49,06	27,08
Female	284	49,65	81	50,94	28,52
R1	60	10,49	22	13,84	36,67
R2	226	39,51	50	31,45	22,12
R3	213	37,24	54	33,96	25,35
R4	73	12,76	33	20,75	45,21
Engineering	136	23,78	40	25,16	29,41
Social sciences	169	29,55	46	28,93	27,22
Humanities	110	19,23	20	12,58	18,18
Experimental sciences, Mathematics and Biosciences	157	27,45	53	33,33	33,76
	572		159	100,00	27,80

The percentages of participation in the survey were statistically significant (Sampling error at +4% for a 90% confidence level in the worst-case variance ( $p=q$ )), and coherent with the universe's distribution. The views of the different professional profiles and genders were expressed in the survey and considered for the identification of the actual gaps.

## 2. PERCEPTION OF THE RESULTS OF IMPLEMENTATION OF THE C&C CRITERIA

The survey included the possibility for the respondent to answer their awareness of the implementation of the criterion. During the analysis of the survey, it was clear that a significant number of participants were unaware of the degree of implementation many of the criteria related with recruitment, professional career and supervision.

Figure 1. Number OF "NOT AWARE OF THE IMPLEMENTATION" ANSWERS BY CRITERION



The criteria whose implementation less known are those relating to Recruitment, Career and Supervision.

## 3. RESULTS OF THE SURVEY

To represent graphically the perception of the relevance and the degree of implementation of the C&C principles obtained in the survey, the qualitative estimations were transformed into quantitative values using the following algorithms:

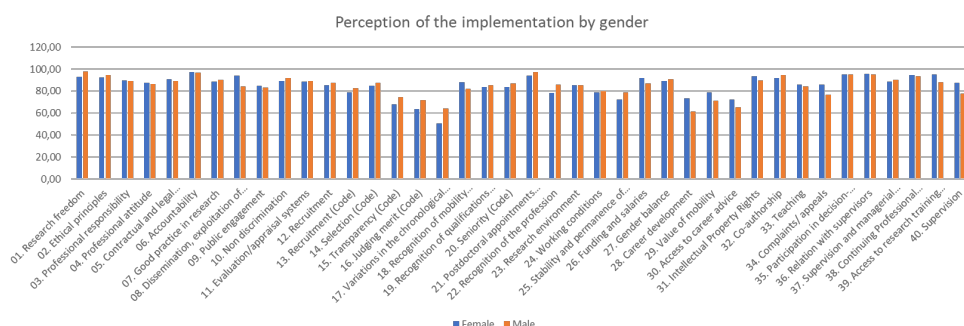


$$\text{Implementation} = \frac{(\# \text{Fully implemented} \times 3) + (\# \text{almost but not fully implemented} \times 2) + (\# \text{partially implemented})}{\# \text{ respondents} \times 3} \times 100$$

$$\text{Relevance} = \frac{(\# \text{ Very important} \times 3) + (\# \text{ Quite important} \times 2) + (\# \text{ slightly important})}{\# \text{ respondents} \times 3} \times 100$$

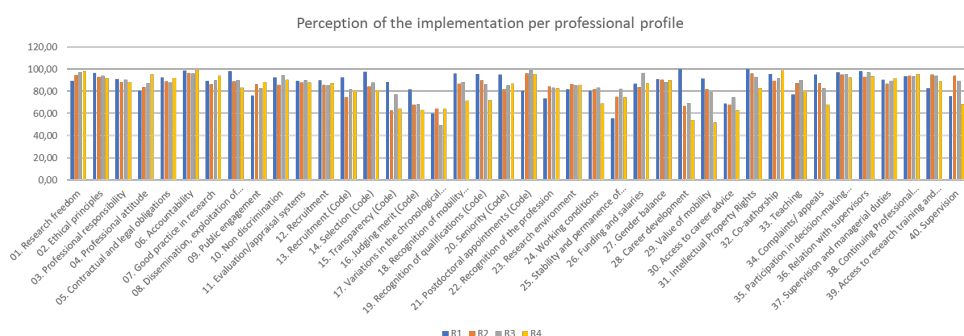
An analysis of the results obtained by applying these algorithms to the different segmentations of the survey sample is presented, in comparison with the consolidated results of all the researchers.

FIGURE 2. PERCEPTION OF THE IMPLEMENTATION OF THE CRITERIA PER GENDER



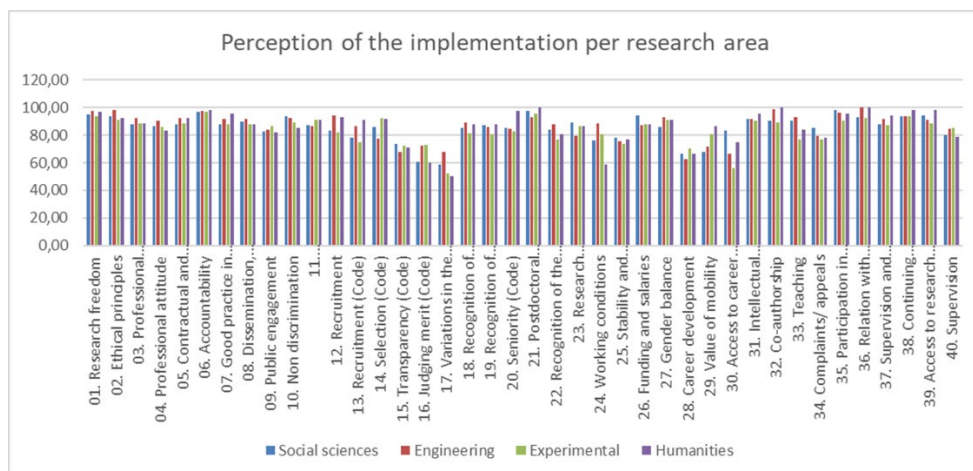
There are not many significant differences in the perception of the implementation of the criteria between men and women. The differences are focus especially on recruitment, where men rate 3 of the criteria more highly, and career development, which is generally rated more highly by women.

Figure 3. PERCEPTION OF THE IMPLEMENTATION OF THE CRITERIA BY PROFESSIONAL PROFILE



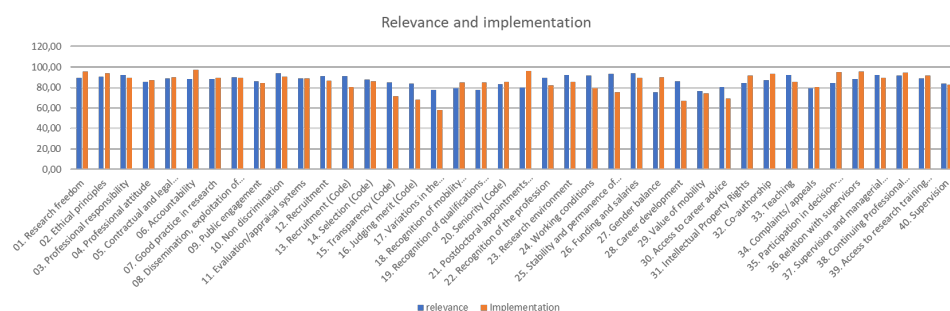
In general, R1s perceive the implementation of the criteria is better than the rest of the professional categories, although no major disparities are found between the results obtained by all the professional profiles surveyed. The major perception differences are found in 34. Complaints/ appeals, 33. Teaching, 24. Working conditions

FIGURE 4. PERCEPTION OF THE IMPLEMENTATION BY RESEARCH AREA



No major disparities are observed in the analysis 'by research area, with the most homogenous results in 17. Variations in the chronological order of CVs (Code) , 24. Working conditions , 29. Value of mobility and 30. Access to career advice

Figure 5 PERCEPTION OF THE IMPLEMENTATION AND RELEVANCE OF THE CRITERIA (CONSOLIDATED SAMPLE)



Researchers perceive that the least implemented criteria are those relating to OTM-R-based recruitment and career development, with disparity in 25. Stability and permanence of employment.

TABLE 2. HIGHER LEVELS OF AGREEMENT REGARDING THEIR LACK OF IMPLEMENTATION

Principle	Ranking
17. Variations in the chronological order of CVs (Code)	57,93
28. Career development	67,01
16. Judging merit (Code)	68,09
30. Access to career advice	69,01
15. Transparency (Code)	71,36
29. Value of mobility	74,12
25. Stability and permanence of employment	75,60
24. Working conditions	79,37
34. Complaints/ appeals	80,39
13. Recruitment (Code)	80,56

Meanwhile, the perception of the criteria with highest levels of implementation were:

**TABLE 3. HIGHEST LEVEL OF IMPLEMENTATION**

Principle	Ranking
06. Accountability	97,15
21. Postdoctoral appointments (Code)	95,92
36. Relation with supervisors	95,45
01. Research freedom	95,36
35. Participation in decision-making bodies	94,93
38. Continuing Professional Development	94,22
02. Ethical principles	93,65
32. Co-authorship	93,17
39. Access to research training and continuous development	91,72
31. Intellectual Property Rights	91,57

The perception of the importance and implementation of each criterion given by the survey was used to assess those aspects that needed to be approached. The chronology of the implementation of the actions derived from these criteria will be independent of these results and will obey the strategy designed by the Steering Committee.



#### 4. PERCEPTION OF THE DEGREE OF IMPLEMENTATION OF THE CRITERIA AFTER THE WORKING GROUP'S DEBATE.

**TABLE 4. PERCEPTION OF THE IMPLEMENTATION OF THE CRITERIA AFTER THE DEBATE**

Fully implemented	Almost but not fully implemented
1. Research freedom 4. Professional attitude 5. Contractual and legal obligations 6. Accountability 8. Dissemination, exploitation of results 10. Non discrimination 20. Seniority (Code) 22. Recognition of the profession 26. Funding and salaries 31. Intellectual Property Rights 33. Teaching 35. Participation in decision-making bodies 36. Relation with supervisors 37. Supervision and managerial duties 38. Continuing Professional Development 39. Access to research training and continuous development 40. Supervision	2. Ethical principles 3. Professional responsibility 7. Good practice in research 09. Public engagement 11. Evaluation/ appraisal systems 12. Recruitment 13. Recruitment (Code) 14. Selection (Code) 16. Judging merit (Code) 17. Variations in the chronological order of CVs (Code) 18. Recognition of mobility experience (Code) 19. Recognition of qualifications (Code) 21. Postdoctoral appointments (Code) 24. Working conditions 25. Stability and permanence of employment 27. Gender balance 28. Career development 29. Value of mobility 30. Access to career advice 34. Complaints/ appeals
Partially implemented	Insufficiently implemented
15. Transparency (Code) 23. Research environment 32. Co-authorship	