



Survey C&C

HRS4R



December 2022



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1. SURVEY AND SAMPLE

A survey that evaluates the implementation of the 40 criteria was sent to the 1385 researchers of the institute, 264 researchers answered the complete survey (19,06 %). The distribution of the population of the sample universe and the answers received are presented in Table 1.

Table 1. Overall Survey Results

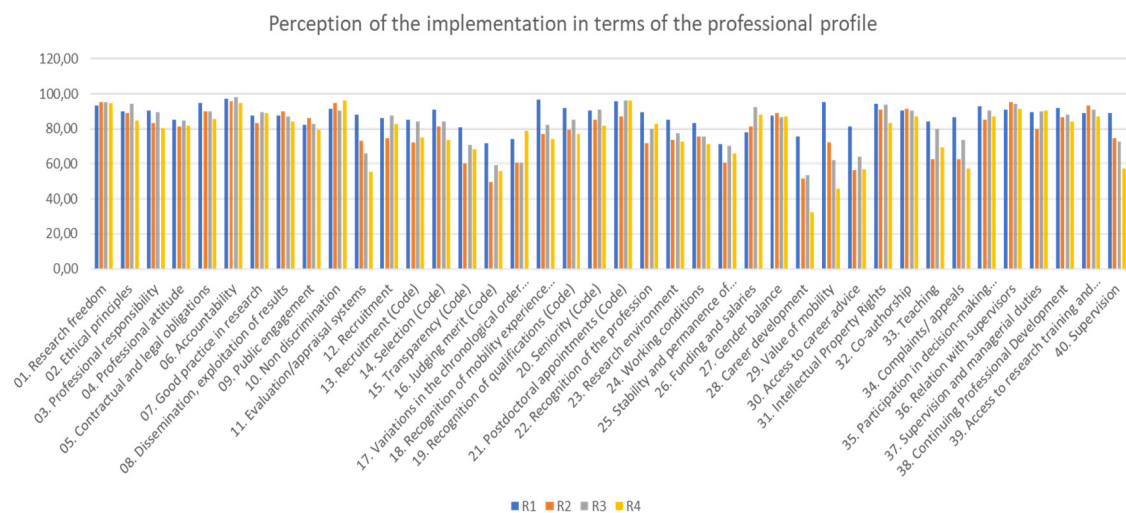
	Universe	%	sample	% sample	% universe
Male	724	52,27	156	61,90	21,55
Female	658	47,51	108	42,86	16,41
R1	571	41,23	62	24,60	10,86
R2	410	29,60	67	26,59	16,34
R3	297	21,44	82	32,54	27,61
R4	104	7,51	53	21,03	50,96
Sciences	172	12,42	42	16,67	24,42
Humanities	178	12,85	46	18,25	25,84
Social sciences	629	45,42	95	37,70	15,10
Engineering	254	18,34	62	24,60	24,41
Healthcare & support	149	10,76	19	7,54	12,75
Total	1385		264		19,06

The percentages of participation in the survey were statistically significant (Sampling error + 5.4% for a 95% confidence level in the worst variance case ($p=q$)), 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 of many 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 related 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:

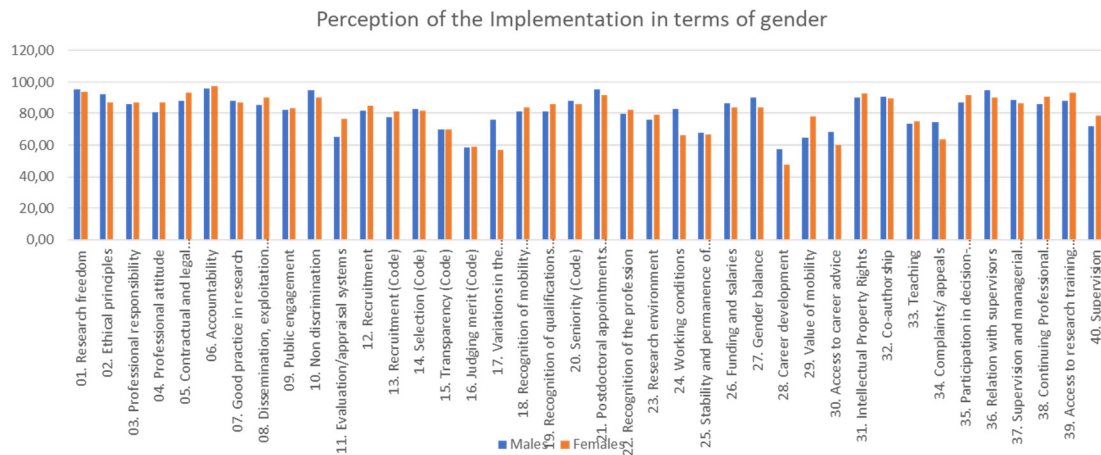


$$\text{Implementation} = \frac{(\# \text{Fully implemented} \times 3) + (\# \text{almost but not fully implemented} \times 2) + (\# \text{partially implemented})}{\# \text{respondents} \times 3} \times 100$$

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

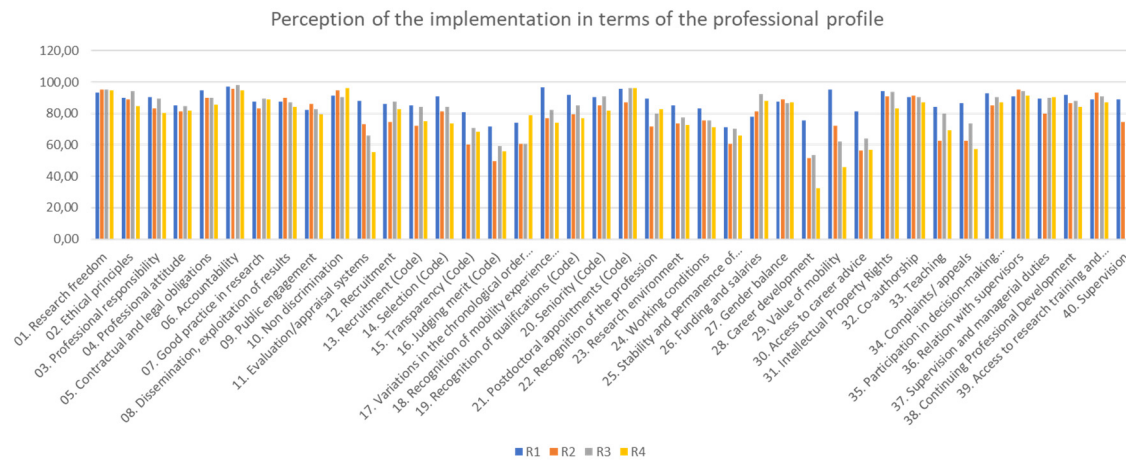
An analysis of the results obtained by applying these algorithms to the different segmentations of the survey sample is presented, in comparison with the consolidated results of all the researchers.

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



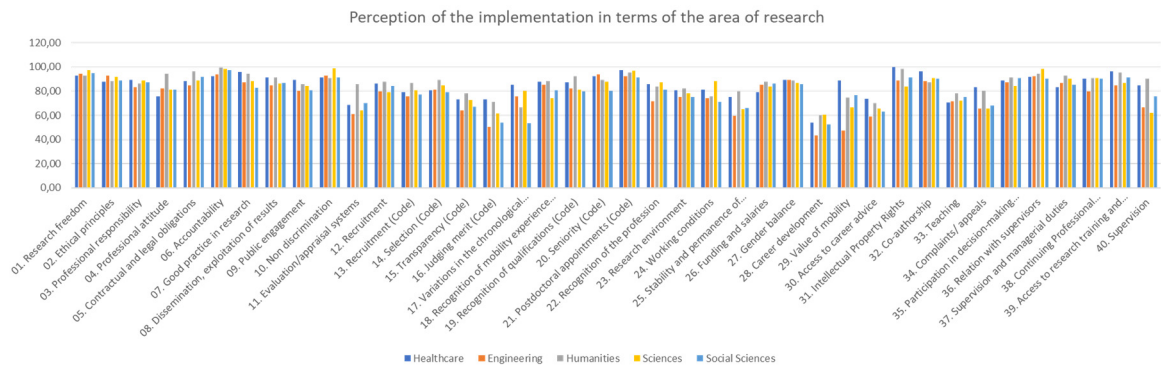
There are not many significant differences between the perception of the implementation of the criteria between men and women. Variations in the chronological order of CVs (Code) 29. Value of mobility and 11. Evaluation/appraisal systems

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



Several observations could be mentioned: R1 researchers consider that the criteria are more implemented than the rest of the professional profiles (average 87.41%). R2 researchers consider that some criteria that particularly affect them and are related to the professional career are less implemented. Finally, R4 researchers consider that the criteria are less implemented than the rest of the professional profiles (average 77,16%).

FIGURE 4. PERCEPTION OF THE IMPLEMENTATION BY RESEARCH AREA



In general terms, researchers in engineering consider that the criteria are less implemented (mean 76%), while researchers in humanities consider that are reasonably implemented (mean 86.32%). It is also interesting to note the results obtained by health researchers who have the highest implementation values for many career-related criteria.

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



Researchers perceive that OTM-R based recruitment criteria, career development, teaching and grievance mechanisms and monitoring are important criteria that are not sufficiently implemented.

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

Principle	Ranking
28. Career development	53,26
16. Judging merit (Code)	58,72
30. Access to career advice	64,69
25. Stability and permanence of employment	67,23
17. Variations in the chronological order of CVs (Code)	67,28
15. Transparency (Code)	69,70
29. Value of mobility	69,95
11. Evaluation/appraisal systems	70,06
34. Complaints/ appeals	70,14

28. Career development	53,26
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Meanwhile, the perception of the criteria with highest levels of implementation were:

TABLE 3. HIGHEST LEVEL OF IMPLEMENTATION

Principle	Ranking
06. Accountability	96,57
01. Research freedom	94,74
21. Postdoctoral appointments (Code)	93,58
36. Relation with supervisors	93,04
10. Non discrimination	92,89
31. Intellectual Property Rights	90,87
39. Access to research training and continuous development	90,32
05. Contractual and legal obligations	90,24
32. Co-authorship	90,09
02. Ethical principles	90,04

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 2. Ethical principles 3. Professional responsibility 4. Professional attitude 5. Contractual and legal obligations 6. Accountability 7. Good practice in research 8. Dissemination, exploitation of results 9. Public engagement 10. Non discrimination 19. Recognition of qualifications (Code) 20. Seniority (Code) 21. Postdoctoral appointments (Code) 22. Recognition of the profession 26. Funding and salaries 27. Gender balance 32. Co-authorship 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	11. Evaluation/ appraisal systems 12. Recruitment 14. Selection (Code) 18. Recognition of mobility experience (Code) 24. Working conditions 29. Value of mobility 34. Complains/ appeals
Partially implemented	Insufficiently implemented
13. Recruitment (Code) 15. Transparency (Code) 17. Variations in the chronological order of CVs (Code) 23. Research environment 25. Stability and permanence of employment 31. Intellectual Property Rights 34. Complains/ appeals	16. Judging merit (Code) 28. Career development 30. Access to career advice