

Survey C&C

HRS4R



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1. SURVEY AND SAMPLE

Presently 145 researchers work at the Institution. The survey that evaluates the implementation of the 40 criteria at the IQS was sent to all these researchers. From the 145 researchers, 91 answered the complete survey (62,76 %). The distribution of the population of the sample universe and the answers received are presented in Table 1.

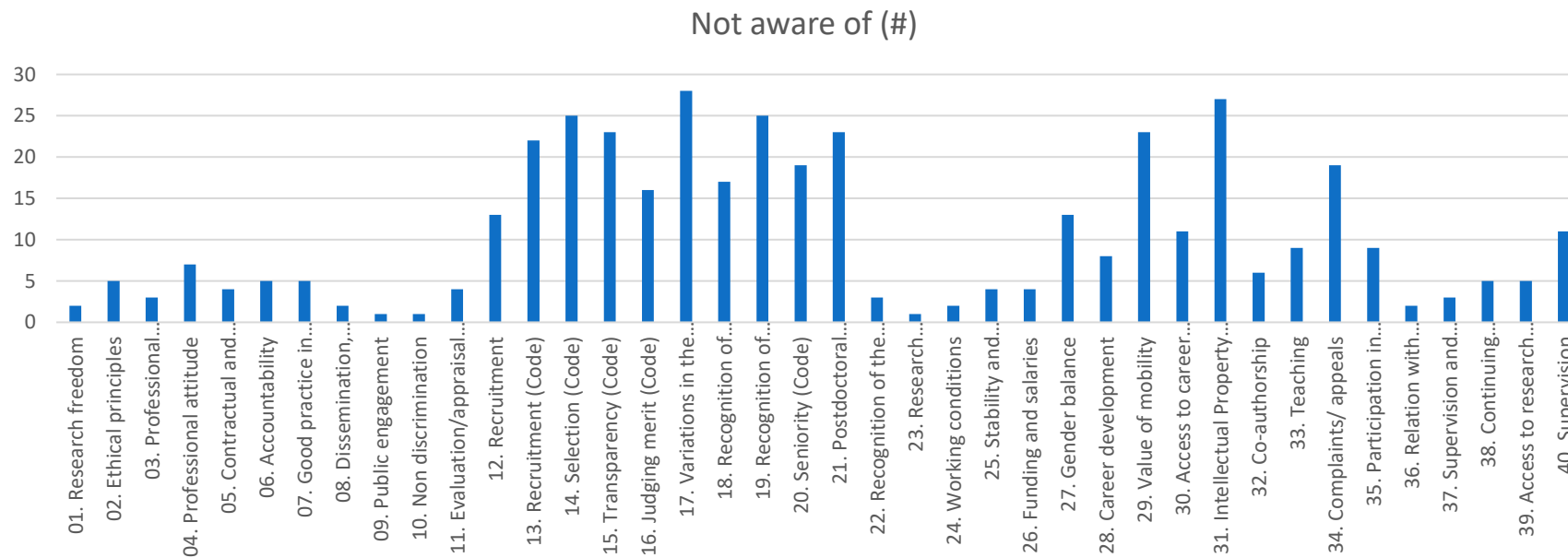
Table 1. Overall Survey Results

	Universe	%	Sample	% Sample	% Universe
MALE	56	67,47	36	76,60	64,29
FEMALE	27	32,53	11	23,40	40,74
ARCHITECTURE, TIC MANAGEMENT, MEDIA TECHNOLOGIES, INTERNET AND NETWORKS	56	67,46	33	70,21	58,92
EDUCATION + DATA SCIENCE	27	32,53	14	29,78	51,85
R1	19	22,89	6	12,77	31,58
R2	4	4,82	2	4,26	50,00
R3	40	48,19	23	48,94	57,50
R4	20	24,10	16	34,04	80,00
Total	83		47		56,63

The percentages of participation in the survey were coherent with the sample universe. The views of the different professional profiles, areas of research 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

Figure 1. NUMBER OF "NOT AWARE OF THE IMPLEMENTATION" ANSWERS BY PRINCIPLE



During the analysis of the survey, it was clear that a significant number of participants were unaware of the degree of implementation of some of the principles related with recruiting and professional career

3. RESULTS OF THE SURVEY

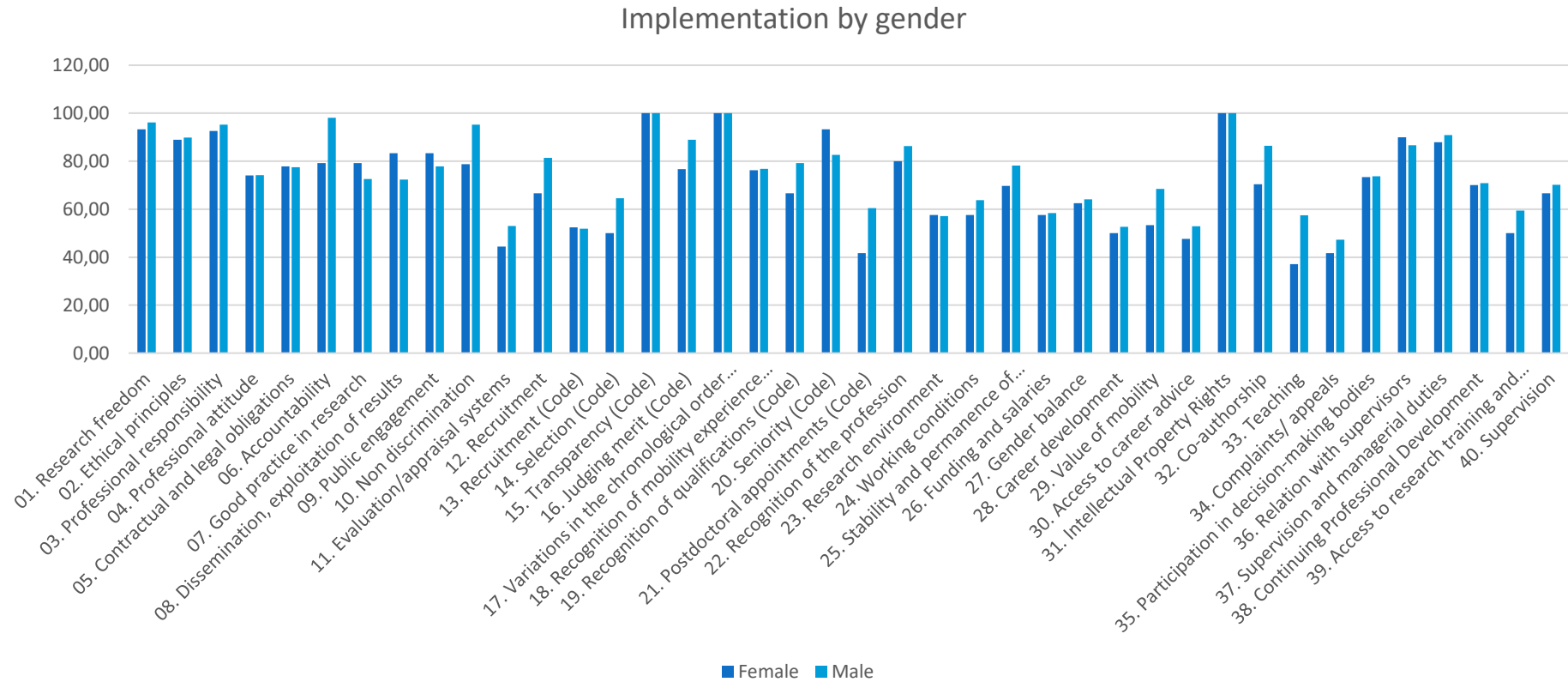
To represent graphically the perception of the relevance and the degree of implementation of the C&C principles obtained in the survey, the qualitative estimations were transformed into quantitative values using the following algorithms:

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

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

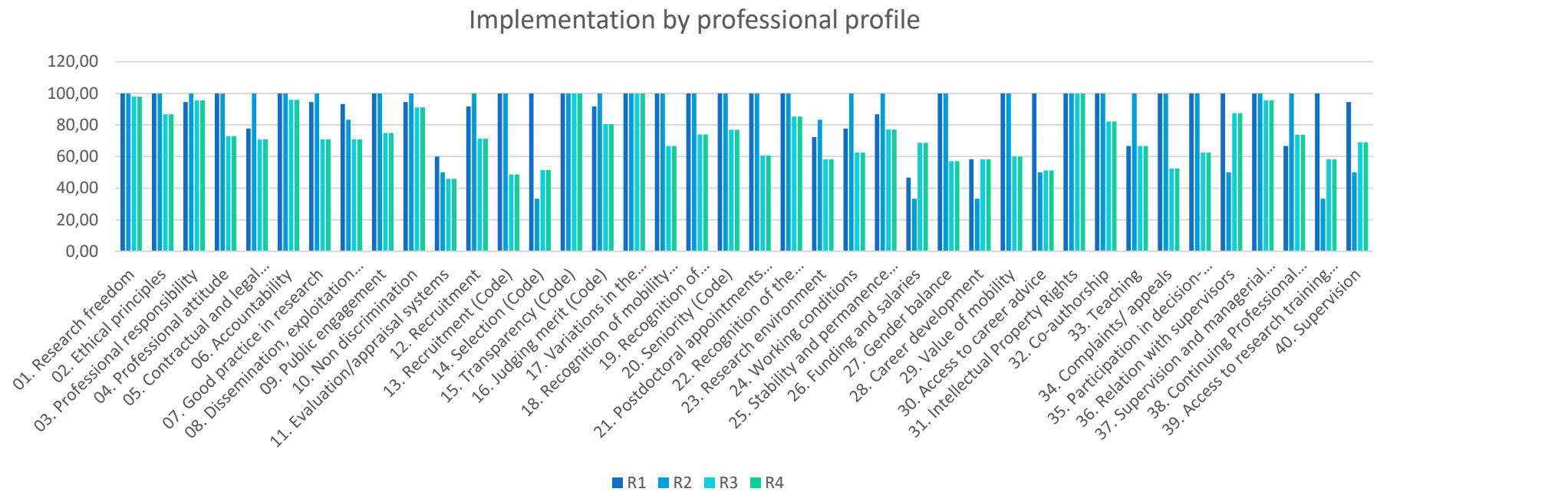
An analysis of the results obtained by applying these algorithms to the different segmentations of the survey sample is presented, in comparison with the consolidated results of all the researchers.

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



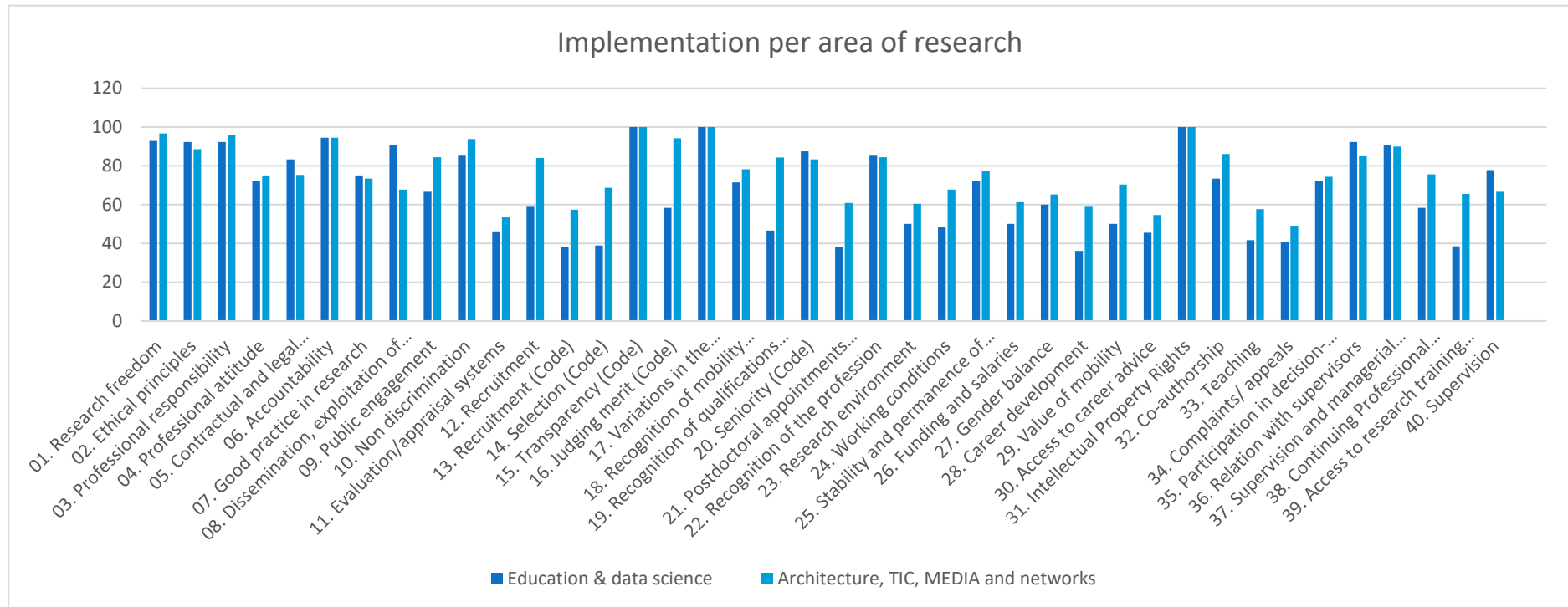
In general terms, males perceived that the principles are more implemented than females, especially in 33. Teaching, 06. Accountability, 21. Postdoctoral appointments (Code), 10. Non discrimination and 32. Co-authorship

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



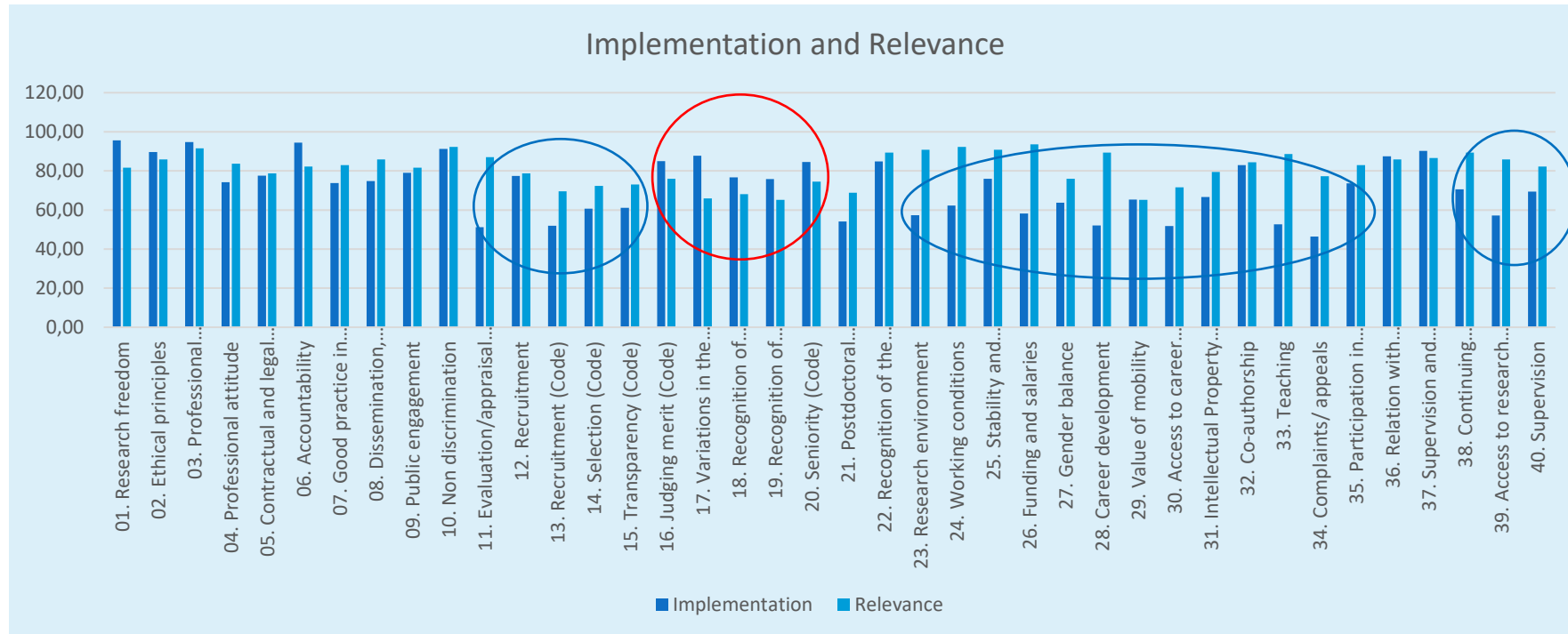
In general terms, R1 researchers perceive that the principles are better implemented than the rest of the professional profiles. However, the low number of R1 (6) and R2 (2) surveyed does not give reliability to this graph

Figure 4. PERCEPTION OF THE IMPLEMENTATION CRITERIA PER AREA OF RESEARCH



Researchers working at Architecture, TIC media and networks, considers that the principles are better implemented than those working at transversal research areas: education and data sciences,

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



The perception of the researchers is that principles, that were considered relevant for the researches, as those related with professional career, training and recruiting, are not implemented, meanwhile other principles considered less relevant, for example some of the recruitment scales related criteria, are implemented, although they were considered not so important.

The aspects in which higher levels of agreement in their lack of implementation were shown below, from lowest to highest:

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

Principle	Ranking (%)
34. Complaints/ appeals	46,43
11. Evaluation/appraisal systems	51,16
30. Access to career advice	51,85
13. Recruitment (Code)	52,00
28. Career development	52,14
33. Teaching	52,63
21. Postdoctoral appointments (Code)	54,17
39. Access to research training and continuous development	57,14
23. Research environment	57,25
26. Funding and salaries	58,14

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

TABLE 3. HIGHEST LEVEL OF IMPLEMENTATION

Principle	Ranking (%)
01. Research freedom	95,56
03. Professional responsibility	94,70
06. Accountability	94,44
10. Non discrimination	91,30
37. Supervision and managerial duties	90,15
02. Ethical principles	89,68
17. Variations in the chronological order of CVs (Code)	87,72
36. Relation with supervisors	87,41
16. Judging merit (Code)	84,95
22. Recognition of the profession	84,85

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	6. Accountability
3. Professional responsibility	8. Dissemination, exploitation of results
4. Professional attitude	9. Public engagement
5. Contractual and legal obligations	15. Transparency (Code)
10. Non discrimination	16. Judging merit (Code)
18. Recognition of mobility experience (Code)	17. Variations in the chronological order of CVs (Code)
19. Recognition of qualifications (Code)	20. Seniority (Code)
22. Recognition of the profession	21. Postdoctoral appointments (Code)
23. Research environment	30. Access to career advice
25. Stability and permanence of employment	31. Intellectual Property Rights
27. Gender balance	38. Continuing Professional Development
29. Value of mobility	40. Supervision
32. Co-authorship	
35. Participation in decision-making bodies	
36. Relation with supervisors	
Partially implemented	Insufficiently implemented
2. Ethical principles	33. Teaching
7. Good practice in research	34. Complains/ appeals
11. Evaluation/ appraisal systems	
12. Recruitment	
13. Recruitment (Code)	
14. Selection (Code)	
24. Working conditions	
26. Funding and salaries	
28. Career development	
37. Supervision and managerial duties	
39. Access to research training and continuous development	