

# **RESULTS OF THE HRS4R SURVEY**

## **FINAL REPORT**

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## **Presentation**

This report presents a detailed analysis of the survey conducted for accompanying the analysis required for implementing the “HR Strategy for Researchers” at the USC.

In another document also available in this website, a summary of the results regarding each item of the questionnaire is provided. This report gives a deeper insight in the results of the survey, considering different segmentations according to researchers’ classification (R-scale), field of knowledge, gender and combinations of these segmentation variables. Some technical details are also provided in the following section.

## Technical details

The target population gathers all the researchers at USC, classified in R1-R4 groups as follows:

### R4

Permanent professors leading research areas who meet, at least, one of the three following requirements:

- To have all possible six-year research periods (“sexenio”) positively assessed (at least three).
- To be a “Referencia Competitiva” group leader.
- To be the head of an USC’s research institute or center.

### R3

Permanent professors who do not meet the R4 requirements but carry out research and have teaching responsibilities and supervise PhD students.

### R2B

Postdoctoral temporary researchers usually funded through programs such as “Ramón y Cajal”, “Marie Curie Reintegration” and “Human Frontier Science Program”. Researchers with a “Profesor Axudante Doutor” contract are also included.

### R2A

Postdoctoral temporary researchers who have recently obtained a doctoral degree or have been hired within the framework of a research project. Examples: “Axudantes-USC”, “Postdoctoral Xunta de Galicia (Categories A and B)”, “Juan de la Cierva”, “Marie-Sklodowska Curie Fellowships” (Individual and Career Restart). Postdoctoral researchers hired in projects as “Investigador Asociado” are also included.

### R1

PhDStudents

Details on population size (global and by groups), jointly with corresponding samples and associated error for a confidence level of 95% are provided in Table 1. A total of 850 people answered the questionnaire, which corresponds to a 18.41% of the population.

	Population	Size	Error
<b>R1</b>	2779	391	4,48%
<b>R2</b>	222	127	5,56%
<b>R3</b>	1079	188	6,33%
<b>R4</b>	537	144	6,81%
<b>Total</b>	4617	850	2,96%

Table 1. Population and sample sizes by groups, jointly with associated error.

Results in Table 1 can be interpreted as follows: if the sample can be considered as random, then proportions can be estimated with a “precision” of 2.96% for the whole population. This means that if the goal is to estimate a certain proportion  $p$ , and we obtain  $p^*$  in the sample, then it is guaranteed that the difference between  $p^*$  and  $p$  is at most 2.96% with a probability of 95%.

The questionnaire was sent to the whole population by e-mail (in Galician and in English, as can be seen in Annex I), including a link to access the on-line platform and a personal password. This platform (Opina) is maintained by the technical services of the USC, so anonymity and data protection (according to the LOPD) has been guaranteed through the whole process.

**Type of survey:** self-administered questionnaire (online, application Opina)

**Dates:** between 23rd and 30th September

**Validation of the questionnaire:** pre-test in paper in Focus Group. Preliminary test in the control group for technical aspects

**Promotion of participation:** by email

**Targeted population:** 4,612 people

**Number of answers:** 850

**Participation:** 18.43%

**Sampling error:** 2.96% (Confidence level 95%)

**Fieldwork, tabulation of data and report:** Area of Quality and Improvement of Procedures

A «Survey and Quality Task Group» was established for organizing the survey to the research community (design, scheduling, coding, sending and receiving the survey, processing, analysis, dissemination of results, personal data protection), analysis of processes and procedures already documented, and of ensuring the adequacy, coherence and synchronization with plans already existing at the USC. This group was composed of members of the Vice-Rectorship of Research and Innovation and of the Area of Quality and Improvement of Procedures of the USC. The Working Group participated in the drafting and evaluation of the survey according to the different areas.

The questionnaire (see Annex I) was designed according to the different areas considered in the GAP analysis. Hence, it was divided in the following parts:

1. Segmentation variables: gender, age group, field of knowledge, geographical origin, international experience and seniority at USC
2. Recruitment.
3. Training.
4. Ethical and professional aspects.
5. Actions to improve researchers career.

The complete questionnaire has been included in Annex I. An initial version of the questionnaire was validated by a pilot study on a sample of researchers who participate in the focus group. A second (technical) validation was also conducted in order to check that the on-line application used for conducting the survey worked correctly.

Results in this report will be presented for the whole dataset with no segmentation, for different career groups (R1-R4) and also taking into account gender and field of knowledge. This document has served as a basic tool for proceeding with the GAP analysis. The conclusions and figures in this report complete the summarized version also published in this website.

## Results

### Participants profile

Regarding the R-scale classification, it should be mentioned that the USC had distributed the researchers in the different groups (see Table 1), but they were also asked for a self—assignment: 86.12% of the researchers identify themselves with the right group. So USC groups and “declared” groups can be confronted, as presented in Table 2.

	%Dec. R1	%Dec. R2	%Dec. R3	%Dec. R4
R1	98.72	0.00	0.77	0.51
R2	32.28	59.84	7.87	0.00
R3	2.66	0.00	80.32	17.02
R4	2.78	0.00	14.58	82.64

Table 2. USC group and declared group.

It should be noted that, from our R2 researchers, 32.28% of them classified themselves as R1 (check if they are R2A). We also think that the misclassifications from R3 and R4 to R1 may be due to the presentation of the scale (in inverse order).

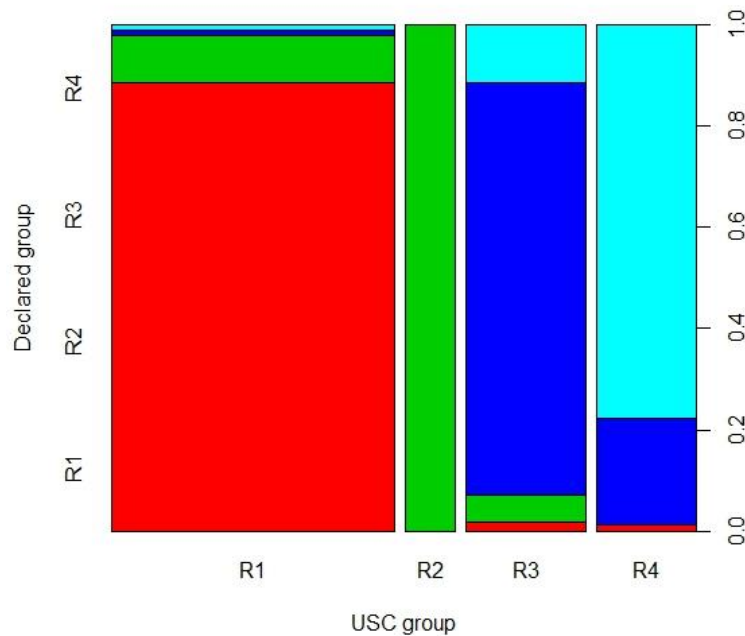


Figure 1. USC group and declared group distribution.

**Results: comparison global vs. groups**

In the following tables, results for the whole sample are compared with the ones obtained for each R group. Questionnaire items are summarized in order to make tables are readable. For facilitating interpretation, average values as well as positive (4-5) and negative (1-2) accumulated frequencies are also given.

*Recruitment.* The procedures for recruiting researchers established by the USC according to current legislation are:

Global	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	23,57%	24,97%	23,68%	28,23%	38,21%
Agree (4-5)	46,86%	47,70%	44,29%	39,78%	22,50%
Average	3,26	3,24	3,22	3,09	2,72
R1	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	23,08%	26,57%	23,56%	27,30%	33,33%
Agree (4-5)	42,45%	40,57%	41,09%	39,66%	23,77%
Average	3,21	3,13	3,19	3,11	2,82
R2	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	26,47%	27,54%	26,47%	36,23%	54,55%
Agree (4-5)	42,65%	50,72%	39,71%	30,43%	13,64%
Average	3,17	3,20	3,13	2,94	2,35
R3	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	21,79%	19,23%	20,75%	24,05%	30,53%
Agree (4-5)	55,13%	56,41%	53,46%	41,14%	22,14%
Average	3,42	3,46	3,36	3,14	2,81
R4	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	25,35%	26,06%	25,87%	31,25%	50,00%
Agree (4-5)	50,70%	54,23%	44,06%	43,06%	24,22%
Average	3,28	3,31	3,20	3,08	2,58



*Recruitment.* The USC publicizes its selection processes for researchers:

Global	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	27,10%	42,68%	11,16%	11,58%	19,37%	28,45%	20,14%	28,61%
Agree (4-5)	44,85%	15,42%	65,99%	65,67%	53,48%	37,85%	53,29%	38,06%
Average	3,18	2,58	3,70	3,65	3,40	3,09	3,36	3,07
R1	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	29,92%	31,71%	13,62%	11,23%	18,61%	26,54%	16,99%	28,73%
Agree (4-5)	38,50%	21,95%	60,22%	62,74%	51,94%	39,66%	51,81%	37,18%
Average	3,06	2,81	3,54	3,60	3,35	3,12	3,36	3,04
R2	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	30,00%	64,52%	8,57%	8,57%	27,14%	36,23%	26,09%	39,13%
Agree (4-5)	38,57%	4,84%	64,29%	72,86%	52,86%	31,88%	52,17%	33,33%
Average	3,09	2,16	3,64	3,71	3,27	2,90	3,29	2,90
R3	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	22,36%	41,60%	6,92%	11,69%	19,50%	23,87%	20,25%	18,95%
Agree (4-5)	54,66%	9,60%	74,84%	70,13%	55,35%	42,58%	56,33%	47,71%
Average	3,32	2,50	3,92	3,73	3,48	3,23	3,42	3,33
R4	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	23,97%	61,42%	10,81%	13,79%	17,36%	34,51%	25,00%	33,57%
Agree (4-5)	52,74%	9,45%	71,62%	64,83%	55,56%	30,99%	54,17%	32,17%
Average	3,39	2,28	3,86	3,68	3,49	2,96	3,33	2,95

*Recruitment.* The USC ensures that the selection committees for recruiting researchers include:

Global	Disciplines	International	Gender	Experience
Disagree (1-2)	36,66%	52,94%	20,85%	20,68%
Agree (4-5)	27,57%	13,12%	39,58%	42,26%
Average	2,81	2,38	3,19	3,19
R1	Disciplines	International	Gender	Experience
Disagree (1-2)	26,77%	34,37%	20,74%	17,23%
Agree (4-5)	33,23%	22,91%	36,53%	43,69%
Average	3,01	2,77	3,15	3,25
R2	Disciplines	International	Gender	Experience
Disagree (1-2)	46,15%	70,77%	31,82%	31,82%
Agree (4-5)	18,46%	4,62%	33,33%	34,85%
Average	2,52	2,03	2,95	2,98
R3	Disciplines	International	Gender	Experience
Disagree (1-2)	38,89%	58,57%	14,89%	17,69%
Agree (4-5)	27,78%	5,00%	51,06%	48,30%
Average	2,79	2,22	3,42	3,31
R4	Disciplines	International	Gender	Experience
Disagree (1-2)	53,28%	82,96%	21,97%	26,87%
Agree (4-5)	18,25%	2,22%	37,88%	35,82%
Average	2,49	1,76	3,18	3,03

*Recruitment. The assessment of merits in the selection processes of researchers in the framework of the R & D & I should include:*

Global	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disag. (1-2)	3,47%	18,86%	11,13%	5,72%	6,80%	11,36%	6,52%	7,50%	15,50%	12,92%	12,76%
Agree (4-5)	85,97%	56,33%	55,76%	79,06%	72,81%	54,69%	71,97%	69,60%	47,04%	51,80%	44,60%
Average	4,27	3,52	3,58	4,07	3,90	3,56	3,89	3,87	3,41	3,52	3,42
R1	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disagree (1-2)	4,70%	16,45%	11,11%	5,53%	3,72%	7,51%	5,53%	9,42%	11,53%	7,71%	8,94%
Disag. (1-2)	77,02%	57,96%	56,61%	78,42%	76,86%	59,25%	75,79%	60,21%	54,16%	59,04%	53,12%
Agree (4-5)	4,00	3,55	3,59	4,07	4,02	3,67	3,98	3,69	3,54	3,68	3,60
R2	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disag. (1-2)	1,39%	30,56%	7,14%	2,78%	6,94%	10,00%	5,56%	4,17%	26,09%	19,72%	15,38%
Agree (4-5)	95,83%	38,89%	71,43%	76,39%	70,83%	61,43%	70,83%	90,28%	44,93%	49,30%	32,31%
Average	4,61	3,13	3,86	4,08	3,86	3,64	3,88	4,19	3,33	3,46	3,25
R3	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disag. (1-2)	3,45%	17,54%	12,88%	7,56%	11,18%	15,66%	7,10%	8,77%	15,09%	16,77%	16,22%
Agree (4-5)	91,38%	63,74%	50,92%	77,33%	70,00%	48,80%	75,15%	70,76%	41,51%	42,86%	37,16%
Average	4,35	3,67	3,49	4,00	3,75	3,42	3,88	3,84	3,33	3,31	3,24
R4	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disag. (1-2)	1,35%	20,95%	11,11%	5,52%	9,52%	16,89%	8,90%	2,70%	21,28%	18,88%	18,32%
Agree (4-5)	97,97%	52,03%	51,39%	84,14%	66,67%	46,62%	58,90%	82,43%	35,46%	44,06%	35,11%
Average	4,69	3,45	3,53	4,17	3,78	3,37	3,66	4,19	3,18	3,34	3,23

*Working conditions and Social Security. In relation to the rules concerning the protection of health and safety at work (health monitoring and risk prevention) and further issues. [Check questionnaire] – Block 4-*

	Regulation	Inform.	Equipment	Guidance	Legal	Teaching	Complaints	Decision
<b>Disagree (1-2)</b>	12,29%	20,78%	31,63%	47,13%	19,91%	33,87%	34,08%	31,89%
<b>Agree (4-5)</b>	66,06%	55,12%	45,95%	30,05%	41,51%	37,38%	29,88%	35,52%
<b>Average</b>	3,70	3,43	3,17	2,71	3,27	2,99	2,89	3,01
<b>R1</b>	<b>Regulation</b>	<b>Inform.</b>	<b>Equipment</b>	<b>Guidance</b>	<b>Legal</b>	<b>Teaching</b>	<b>Complaints</b>	<b>Decision</b>
<b>Disagree (1-2)</b>	11,24%	19,48%	28,93%	40,39%	20,49%	27,81%	31,80%	29,79%
<b>Agree (4-5)</b>	63,69%	52,15%	50,37%	39,16%	38,84%	38,20%	31,50%	35,99%
<b>Average</b>	3,67	3,42	3,26	2,94	3,22	3,10	2,94	3,02
<b>R2</b>	<b>Regulation</b>	<b>Inform.</b>	<b>Equipment</b>	<b>Guidance</b>	<b>Legal</b>	<b>Teaching</b>	<b>Complaints</b>	<b>Decision</b>
<b>Disagree (1-2)</b>	16,18%	30,00%	23,29%	55,56%	8,33%	40,91%	36,51%	42,03%
<b>Agree (4-5)</b>	64,71%	54,29%	56,16%	27,78%	50,00%	33,33%	23,81%	27,54%
<b>Average</b>	3,62	3,24	3,49	2,47	3,53	2,79	2,78	2,80
<b>R3</b>	<b>Regulation</b>	<b>Inform.</b>	<b>Equipment</b>	<b>Guidance</b>	<b>Legal</b>	<b>Teaching</b>	<b>Complaints</b>	<b>Decision</b>
<b>Disagree (1-2)</b>	10,98%	16,87%	37,02%	50,29%	18,12%	40,00%	33,56%	29,76%
<b>Agree (4-5)</b>	69,51%	60,24%	38,67%	21,14%	44,20%	38,86%	34,23%	40,48%
<b>Average</b>	3,75	3,52	2,96	2,55	3,30	2,87	2,94	3,14
<b>R4</b>	<b>Regulation</b>	<b>Inform.</b>	<b>Equipment</b>	<b>Guidance</b>	<b>Legal</b>	<b>Teaching</b>	<b>Complaints</b>	<b>Decision</b>
<b>Disagree (1-2)</b>	14,60%	24,09%	36,49%	57,72%	26,02%	38,19%	39,37%	34,51%
<b>Agree (4-5)</b>	68,61%	56,93%	37,84%	16,78%	41,46%	35,42%	23,62%	32,39%
<b>Average</b>	3,77	3,45	3,00	2,35	3,22	2,94	2,76	2,96

*Training.*

Global	Scheduled	Beneficial	Regular	Records	Promotes training
Disagree (1-2)	27,90%	26,62%	28,74%	27,30%	45,00%
Agree (4-5)	41,98%	41,72%	40,78%	43,21%	31,54%
Average	3,16	3,18	3,13	3,15	2,76
<b>R1</b>	<b>Scheduled</b>	<b>Beneficial</b>	<b>Regular</b>	<b>Records</b>	<b>Promotes training</b>
Disagree (1-2)	26,65%	25,81%	29,62%	22,94%	39,29%
Agree (4-5)	50,37%	51,36%	47,34%	49,74%	39,29%
Average	3,30	3,33	3,22	3,32	2,95
<b>R2</b>	<b>Scheduled</b>	<b>Beneficial</b>	<b>Regular</b>	<b>Records</b>	<b>Promotes training</b>
Disagree (1-2)	35,82%	36,36%	32,35%	37,88%	58,57%
Agree (4-5)	20,90%	21,21%	25,00%	27,27%	27,14%
Average	2,72	2,71	2,82	2,73	2,47
<b>R3</b>	<b>Scheduled</b>	<b>Beneficial</b>	<b>Regular</b>	<b>Records</b>	<b>Promotes training</b>
Disagree (1-2)	26,00%	25,00%	25,33%	30,00%	42,94%
Agree (4-5)	35,33%	31,76%	34,00%	37,14%	28,82%
Average	3,06	3,04	3,07	3,02	2,76
<b>R4</b>	<b>Scheduled</b>	<b>Beneficial</b>	<b>Regular</b>	<b>Records</b>	<b>Promotes training</b>
Disagree (1-2)	29,79%	26,09%	28,15%	31,85%	56,08%
Agree (4-5)	34,75%	34,06%	37,04%	38,52%	16,22%
Average	3,06	3,10	3,09	3,02	2,41

*Ethical and professional aspects.*

Global	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	13,64%	26,54%	38,91%	11,35%	8,76%	26,27%	38,07%	44,52%	5,47%
Agree (4-5)	52,36%	48,89%	28,59%	69,29%	67,73%	39,83%	30,90%	25,85%	79,01%
Average	3,49	3,25	2,83	3,80	3,78	3,16	2,88	2,70	4,12
R1	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	16,61%	37,30%	42,94%	8,46%	9,82%	23,69%	34,46%	39,47%	6,84%
Agree (4-5)	51,14%	37,83%	27,67%	70,77%	68,73%	47,11%	34,73%	29,47%	74,43%
Average	3,44	2,92	2,74	3,86	3,80	3,27	2,98	2,82	4,02
R2	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	17,02%	27,14%	47,62%	15,49%	7,35%	29,23%	29,41%	39,13%	2,74%
Agree (4-5)	53,19%	54,29%	17,46%	67,61%	69,12%	36,92%	36,76%	33,33%	94,52%
Average	3,45	3,26	2,59	3,75	3,81	3,08	3,13	2,87	4,44
R3	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	8,59%	14,62%	28,14%	12,43%	9,43%	27,81%	45,24%	51,46%	5,29%
Agree (4-5)	57,81%	58,48%	37,72%	71,01%	68,55%	36,42%	20,83%	17,54%	74,12%
Average	3,60	3,59	3,08	3,80	3,77	3,11	2,66	2,49	3,99
R4	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	9,82%	12,33%	37,86%	15,86%	5,76%	30,23%	43,24%	52,05%	3,38%
Agree (4-5)	49,11%	63,70%	25,00%	64,14%	63,31%	24,81%	29,73%	22,60%	89,19%
Average	3,54	3,70	2,84	3,66	3,76	2,95	2,77	2,58	4,34

*Actions to improve research careers development related to compliance with the Chart&Code.*

Global	Good Prac.	Postdoc. sup.	Adv. service	Training	CV merits
Disagree (1-2)	4,39%	10,44%	3,95%	5,31%	6,02%
Agree (4-5)	79,36%	67,87%	86,22%	80,83%	73,82%
Average	4,11	3,81	4,31	4,17	4,01
R1	Good Prac.	Postdoc. sup.	Adv. service	Training	CV merits
Disagree (1-2)	2,37%	5,41%	2,28%	3,86%	3,11%
Agree (4-5)	81,58%	75,14%	91,37%	85,60%	79,53%
Average	4,18	4,02	4,48	4,32	4,18
R2	Good Prac.	Postdoc. sup.	Adv. service	Training	CV merits
Disagree (1-2)	4,41%	21,13%	1,39%	4,23%	4,23%
Agree (4-5)	85,29%	60,56%	91,67%	81,69%	80,28%
Average	4,22	3,59	4,51	4,24	4,18
R3	Good Prac.	Postdoc. sup.	Adv. service	Training	CV merits
Disagree (1-2)	8,28%	16,28%	5,65%	7,47%	11,76%
Agree (4-5)	72,78%	58,72%	80,23%	73,56%	62,35%
Average	3,92	3,53	4,10	3,95	3,68
R4	Good Prac.	Postdoc. sup.	Adv. service	Training	CV merits
Disagree (1-2)	5,22%	11,19%	7,80%	7,25%	8,03%
Agree (4-5)	78,36%	63,43%	76,60%	76,09%	68,61%
Average	4,10	3,69	4,01	4,00	3,85

Results: fields of knowledge

	Arts and Humanities	Science	Health Science	Social Sciences and Law	Engineering and Architecture
Arts and Humanities	151	5	1	13	2
Science	5	95	28	5	2
Health Science	1	28	164	9	1
Social Sciences and Law	13	5	9	229	0
Engineering and Architecture	2	21	1	0	211
Total	151	95	164	229	211

A total of 850 researchers answered the survey. The table above collects the self-declared field of knowledge. Values for each field are provided in the final row. The table also collects other fields of research. For instance, there are 151 researchers from Arts and Humanities. Among them, 5 of them indicate that they also do research in Science. Specifically, there are 76 researchers who do research in two areas, and 3 researchers develop their work in 3 areas.



*Recruitment.* The procedures for recruiting researchers established by the USC according to current legislation are:

<b>Arts and Humanities</b>	<b>Clear</b>	<b>Open</b>	<b>Suited</b>	<b>Deadlines</b>	<b>International</b>
Disagree (1-2)	26,40%	29,03%	28,23%	30,40%	33,64%
Agree (4-5)	42,40%	41,94%	33,87%	30,40%	25,23%
Average	3,14	3,09	3,05	2,97	2,80
<b>Sciences</b>	<b>Clear</b>	<b>Open</b>	<b>Suited</b>	<b>Deadlines</b>	<b>International</b>
Disagree (1-2)	15,66%	23,53%	22,35%	31,76%	47,22%
Agree (4-5)	56,63%	45,88%	54,12%	48,24%	19,44%
Average	3,53	3,31	3,38	3,15	2,63
<b>Health Sciences</b>	<b>Clear</b>	<b>Open</b>	<b>Suited</b>	<b>Deadlines</b>	<b>International</b>
Disagree (1-2)	23,74%	27,54%	26,62%	32,61%	43,85%
Agree (4-5)	43,17%	44,93%	43,17%	37,68%	16,15%
Average	3,26	3,22	3,17	3,04	2,54
<b>Social Sciences and Law</b>	<b>Clear</b>	<b>Open</b>	<b>Suited</b>	<b>Deadlines</b>	<b>International</b>
Disagree (1-2)	22,73%	23,62%	21,78%	26,50%	46,41%
Agree (4-5)	46,97%	52,76%	47,52%	42,00%	21,55%
Average	3,25	3,31	3,29	3,13	2,57
<b>Engineering and Architecture</b>	<b>Clear</b>	<b>Open</b>	<b>Suited</b>	<b>Deadlines</b>	<b>International</b>
Disagree (1-2)	26,16%	22,22%	20,83%	23,39%	23,27%
Agree (4-5)	48,26%	49,12%	44,05%	41,52%	28,30%
Average	3,26	3,27	3,25	3,18	3,04

*Recruitment.* The USC publicizes its selection processes for researchers:

Arts and Humanities	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	36,15%	42,48%	16,79%	12,60%	14,29%	26,19%	21,09%	32,00%
Agree (4-5)	36,92%	13,27%	58,78%	64,57%	53,17%	40,48%	48,44%	33,60%
Average	2,97	2,54	3,52	3,62	3,44	3,17	3,34	2,96
Sciences	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	19,77%	40,85%	9,30%	11,63%	14,12%	27,06%	18,29%	27,71%
Agree (4-5)	52,33%	15,49%	72,09%	72,09%	65,88%	42,35%	67,07%	45,78%
Average	3,36	2,62	3,84	3,72	3,62	3,25	3,61	3,19
Health Sciences	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	26,85%	42,86%	11,41%	12,93%	24,66%	35,17%	20,95%	29,79%
Agree (4-5)	44,30%	14,29%	67,79%	60,54%	47,95%	35,17%	54,05%	35,46%
Average	3,21	2,58	3,75	3,60	3,27	2,95	3,39	3,02
Social Sciences and Law	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	22,61%	51,12%	9,27%	10,45%	18,72%	25,89%	22,11%	26,63%
Agree (4-5)	48,74%	12,36%	67,32%	71,14%	55,17%	36,55%	56,78%	37,69%
Average	3,29	2,42	3,74	3,72	3,43	3,10	3,35	3,09
Engineering and Architecture	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	29,31%	33,77%	9,83%	10,98%	21,97%	28,07%	17,34%	27,91%
Agree (4-5)	43,10%	21,43%	65,32%	61,27%	50,29%	37,43%	45,66%	40,12%
Average	3,11	2,80	3,66	3,61	3,32	3,06	3,25	3,11

*Recruitment.* The assessment of merits in the selection processes of researchers in the framework of the R & D & I should include:

Arts and Humanities	Disciplines	International	Gender	Experience
Disagree (1-2)	34,82%	46,02%	24,56%	22,81%
Agree (4-5)	27,68%	15,04%	34,21%	35,96%
Average	2,81	2,51	3,10	3,04
Sciences	Disciplines	International	Gender	Experience
Disagree (1-2)	45,33%	54,79%	18,06%	18,67%
Agree (4-5)	24,00%	10,96%	29,17%	50,67%
Average	2,65	2,26	3,13	3,33
Health Sciences	Disciplines	International	Gender	Experience
Disagree (1-2)	36,64%	52,34%	22,39%	23,13%
Agree (4-5)	27,48%	12,50%	38,06%	41,04%
Average	2,82	2,32	3,16	3,13
Social Sciences and Law	Disciplines	International	Gender	Experience
Disagree (1-2)	40,00%	63,30%	22,78%	22,16%
Agree (4-5)	27,57%	9,57%	41,11%	40,54%
Average	2,77	2,22	3,21	3,18
Engineering and Architecture	Disciplines	International	Gender	Experience
Disagree (1-2)	30,36%	45,34%	16,05%	16,46%
Agree (4-5)	29,17%	17,39%	47,53%	45,73%
Average	2,90	2,56	3,30	3,30

*Recruitment.* The assessment of merits in the selection processes of researchers in the framework of the R & D & I should include:

Arts and Humanities	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disagree (1-2)	2,92%	17,65%	12,88%	5,97%	5,30%	14,39%	6,77%	6,67%	16,28%	9,77%	8,59%
Agree (4-5)	85,40%	55,88%	48,48%	74,63%	71,97%	54,55%	70,68%	63,70%	41,09%	52,63%	44,53%
Average	4,26	3,53	3,41	3,97	3,91	3,52	3,87	3,81	3,35	3,58	3,48
Sciences	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disagree (1-2)	4,44%	23,60%	12,94%	5,62%	5,62%	10,23%	4,55%	2,25%	12,79%	12,64%	12,35%
Agree (4-5)	87,78%	53,93%	54,12%	84,27%	70,79%	59,09%	78,41%	82,02%	54,65%	56,32%	46,91%
Average	4,28	3,44	3,53	4,15	3,92	3,59	4,03	4,04	3,47	3,54	3,46
Health Sciences	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disagree (1-2)	3,92%	19,61%	9,40%	2,67%	4,67%	10,67%	4,64%	5,26%	13,61%	12,75%	15,38%
Agree (4-5)	84,97%	58,82%	66,44%	82,67%	77,33%	54,67%	73,51%	70,39%	47,62%	48,99%	40,56%
Average	4,31	3,54	3,78	4,27	3,96	3,55	3,95	3,90	3,42	3,45	3,31
Social Sciences and Law	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disagree (1-2)	2,84%	20,00%	9,62%	5,66%	8,96%	12,14%	9,05%	8,49%	18,81%	15,76%	14,44%
Agree (4-5)	91,47%	52,86%	59,13%	82,08%	71,70%	54,85%	66,19%	76,89%	45,54%	45,32%	39,57%
Average	4,40	3,43	3,66	4,09	3,83	3,57	3,77	3,99	3,38	3,42	3,34
Engineering and Architecture	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disagree (1-2)	3,76%	15,59%	12,15%	8,15%	7,69%	9,39%	5,95%	11,35%	14,04%	12,29%	12,07%
Agree (4-5)	80,11%	59,68%	49,17%	73,37%	71,98%	52,49%	75,14%	58,92%	48,88%	58,66%	52,30%
Average	4,08	3,62	3,47	3,93	3,92	3,56	3,91	3,65	3,45	3,61	3,55

*Working conditions and Social Security. In relation to the rules concerning the protection of health and safety at work (health monitoring and risk prevention) and further issues. [Check questionnaire] – Block 4-*

<b>Arts and Humanities</b>	<b>Regulation</b>	<b>Inform.</b>	<b>Equipment</b>	<b>Guidance</b>	<b>Legal</b>	<b>Teaching</b>	<b>Complaints</b>	<b>Decision</b>
Disagree (1-2)	9,17%	14,75%	31,65%	42,75%	22,73%	35,71%	33,63%	31,09%
Agree (4-5)	64,17%	53,28%	42,45%	36,96%	39,09%	39,68%	34,51%	34,45%
<b>Average</b>	<b>3,71</b>	<b>3,48</b>	<b>3,07</b>	<b>2,86</b>	<b>3,15</b>	<b>3,01</b>	<b>2,95</b>	<b>3,06</b>
<b>Sciences</b>	<b>Regulation</b>	<b>Inform.</b>	<b>Equipment</b>	<b>Guidance</b>	<b>Legal</b>	<b>Teaching</b>	<b>Complaints</b>	<b>Decision</b>
Disagree (1-2)	6,10%	14,63%	24,73%	47,31%	16,05%	37,50%	29,58%	25,61%
Agree (4-5)	76,83%	65,85%	58,06%	29,03%	54,32%	37,50%	30,99%	41,46%
<b>Average</b>	<b>4,01</b>	<b>3,73</b>	<b>3,40</b>	<b>2,72</b>	<b>3,58</b>	<b>2,93</b>	<b>2,94</b>	<b>3,16</b>
<b>Health Sciences</b>	<b>Regulation</b>	<b>Inform.</b>	<b>Equipment</b>	<b>Guidance</b>	<b>Legal</b>	<b>Teaching</b>	<b>Complaints</b>	<b>Decision</b>
Disagree (1-2)	16,31%	30,71%	39,62%	53,85%	20,61%	37,32%	33,58%	32,62%
Agree (4-5)	61,70%	47,14%	34,59%	22,44%	41,22%	30,28%	24,09%	32,62%
<b>Average</b>	<b>3,55</b>	<b>3,16</b>	<b>2,88</b>	<b>2,49</b>	<b>3,27</b>	<b>2,86</b>	<b>2,80</b>	<b>2,97</b>
<b>Social Sciences and Law</b>	<b>Regulation</b>	<b>Inform.</b>	<b>Equipment</b>	<b>Guidance</b>	<b>Legal</b>	<b>Teaching</b>	<b>Complaints</b>	<b>Decision</b>
Disagree (1-2)	15,92%	23,53%	27,15%	48,42%	17,71%	29,35%	33,15%	37,62%
Agree (4-5)	64,68%	56,37%	52,49%	27,60%	41,71%	40,30%	28,18%	30,20%
<b>Average</b>	<b>3,61</b>	<b>3,37</b>	<b>3,39</b>	<b>2,64</b>	<b>3,29</b>	<b>3,07</b>	<b>2,90</b>	<b>2,83</b>
<b>Engineering and Architecture</b>	<b>Regulation</b>	<b>Inform.</b>	<b>Equipment</b>	<b>Guidance</b>	<b>Legal</b>	<b>Teaching</b>	<b>Complaints</b>	<b>Decision</b>
Disagree (1-2)	9,88%	16,67%	33,51%	43,30%	21,85%	33,15%	37,80%	28,16%
Agree (4-5)	67,44%	56,32%	44,50%	34,54%	36,42%	38,04%	32,93%	41,95%
<b>Average</b>	<b>3,78</b>	<b>3,55</b>	<b>3,10</b>	<b>2,85</b>	<b>3,16</b>	<b>3,02</b>	<b>2,91</b>	<b>3,17</b>

*Training.*

<b>Arts and Humanities</b>	<b>Scheduled</b>	<b>Beneficial</b>	<b>Regular</b>	<b>Records</b>	<b>Promotes training</b>
Disagree (1-2)	24,62%	21,77%	27,64%	25,83%	40,44%
Agree (4-5)	50,00%	47,58%	43,90%	38,33%	32,35%
Average	3,28	3,27	3,17	3,10	2,85
<b>Sciences</b>	<b>Scheduled</b>	<b>Beneficial</b>	<b>Regular</b>	<b>Records</b>	<b>Promotes training</b>
Disagree (1-2)	32,56%	30,59%	30,12%	24,39%	42,86%
Agree (4-5)	39,53%	38,82%	38,55%	45,12%	35,16%
Average	3,14	3,18	3,13	3,28	2,85
<b>Health Sciences</b>	<b>Scheduled</b>	<b>Beneficial</b>	<b>Regular</b>	<b>Records</b>	<b>Promotes training</b>
Disagree (1-2)	25,81%	22,88%	29,22%	23,03%	49,35%
Agree (4-5)	39,35%	37,91%	38,96%	43,42%	27,27%
Average	3,15	3,17	3,07	3,20	2,68
<b>Social Sciences and Law</b>	<b>Scheduled</b>	<b>Beneficial</b>	<b>Regular</b>	<b>Records</b>	<b>Promotes training</b>
Disagree (1-2)	29,76%	31,53%	31,31%	30,93%	50,00%
Agree (4-5)	39,02%	37,44%	37,88%	40,21%	25,47%
Average	3,05	3,03	3,05	3,06	2,60
<b>Engineering and Architecture</b>	<b>Scheduled</b>	<b>Beneficial</b>	<b>Regular</b>	<b>Records</b>	<b>Promotes training</b>
Disagree (1-2)	27,75%	25,79%	25,79%	29,28%	40,11%
Agree (4-5)	42,93%	46,84%	44,21%	48,62%	39,57%
Average	3,21	3,28	3,23	3,20	2,91

*Ethical and professional aspects.*

Arts and Humanities	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	10,23%	36,72%	50,41%	13,28%	6,25%	22,88%	44,03%	49,61%	10,77%
Agree (4-5)	38,64%	43,75%	25,62%	62,50%	62,50%	33,05%	28,36%	19,69%	70,77%
Average	3,35	3,04	2,67	3,64	3,70	3,08	2,74	2,51	3,97
Sciences	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	14,75%	17,98%	37,21%	6,67%	8,14%	23,46%	31,52%	36,67%	2,22%
Agree (4-5)	52,46%	58,43%	32,56%	77,78%	73,26%	51,85%	41,30%	32,22%	86,67%
Average	3,54	3,54	2,90	3,97	3,86	3,36	3,16	2,90	4,26
Health Sciences	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	14,39%	30,87%	40,15%	16,13%	10,88%	31,21%	37,75%	45,10%	3,85%
Agree (4-5)	65,47%	44,97%	28,47%	60,00%	69,39%	34,75%	30,46%	28,10%	80,13%
Average	3,67	3,15	2,82	3,55	3,71	3,03	2,85	2,72	4,19
Social Sciences and Law	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	11,04%	20,38%	35,08%	13,89%	7,39%	28,72%	35,78%	44,02%	4,59%
Agree (4-5)	52,60%	52,13%	27,23%	68,06%	66,01%	33,33%	31,37%	23,92%	81,65%
Average	3,48	3,37	2,82	3,76	3,79	3,04	2,94	2,72	4,17
Engineering and Architecture	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	17,11%	27,13%	35,16%	5,38%	10,58%	23,12%	39,78%	44,92%	5,73%
Agree (4-5)	48,03%	47,34%	30,22%	79,03%	69,31%	50,29%	27,42%	27,27%	77,08%
Average	3,41	3,19	2,91	4,07	3,85	3,37	2,81	2,71	4,03

*Actions to improve research careers development related to compliance with the Chart&Code.*

<b>Arts and Humanities</b>	<b>Good Prac.</b>	<b>Postdoc. sup.</b>	<b>Adv. service</b>	<b>Training</b>	<b>CV merits</b>
Disagree (1-2)	6,35%	14,17%	2,22%	3,79%	5,26%
Agree (4-5)	80,16%	61,42%	88,15%	82,58%	76,69%
<b>Average</b>	<b>4,00</b>	<b>3,61</b>	<b>4,37</b>	<b>4,17</b>	<b>4,08</b>
<b>Sciences</b>	<b>Good Prac.</b>	<b>Postdoc. sup.</b>	<b>Adv. service</b>	<b>Training</b>	<b>CV merits</b>
Disagree (1-2)	1,19%	10,34%	2,25%	7,87%	8,05%
Agree (4-5)	80,95%	66,67%	88,76%	75,28%	73,56%
<b>Average</b>	<b>4,17</b>	<b>3,79</b>	<b>4,38</b>	<b>4,11</b>	<b>3,89</b>
<b>Health Sciences</b>	<b>Good Prac.</b>	<b>Postdoc. sup.</b>	<b>Adv. service</b>	<b>Training</b>	<b>CV merits</b>
Disagree (1-2)	1,97%	8,72%	3,27%	4,64%	5,88%
Agree (4-5)	83,55%	70,47%	86,93%	80,13%	66,67%
<b>Average</b>	<b>4,26</b>	<b>3,86</b>	<b>4,32</b>	<b>4,18</b>	<b>3,91</b>
<b>Social Sciences and Law</b>	<b>Good Prac.</b>	<b>Postdoc. sup.</b>	<b>Adv. service</b>	<b>Training</b>	<b>CV merits</b>
Disagree (1-2)	5,97%	12,12%	6,57%	8,25%	7,39%
Agree (4-5)	74,63%	63,64%	80,75%	76,21%	71,92%
<b>Average</b>	<b>4,02</b>	<b>3,69</b>	<b>4,12</b>	<b>4,00</b>	<b>3,94</b>
<b>Engineering and Architecture</b>	<b>Good Prac.</b>	<b>Postdoc. sup.</b>	<b>Adv. service</b>	<b>Training</b>	<b>CV merits</b>
Disagree (1-2)	4,79%	7,53%	3,61%	2,58%	4,26%
Agree (4-5)	79,79%	75,27%	89,18%	87,63%	79,79%
<b>Average</b>	<b>4,13</b>	<b>4,03</b>	<b>4,43</b>	<b>4,37</b>	<b>4,18</b>



Results: for those who know chart and code (126 researchers)

Recruitment.

	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	26,23%	23,97%	29,75%	28,93%	40,17%
Agree (4-5)	55,74%	62,81%	48,76%	42,98%	29,06%
Average	3,33	3,43	3,20	3,09	2,73

	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	27,05%	45,13%	12,30%	16,39%	25,20%	29,75%	23,33%	28,46%
Agree (4-5)	49,18%	20,35%	73,77%	68,03%	56,10%	42,98%	57,50%	47,15%
Average	3,18	2,58	3,79	3,59	3,34	3,07	3,31	3,13

	Disciplines	International	Gender	Experience
Disagree (1-2)	37,93%	58,12%	25,22%	25,66%
Agree (4-5)	38,79%	20,51%	46,09%	45,13%
Average	2,96	2,40	3,19	3,19

	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disagree (1-2)	4,88%	12,20%	10,66%	7,32%	8,20%	14,63%	4,13%	4,07%	14,05%	7,38%	12,07%
Agree (4-5)	84,55%	61,79%	59,02%	78,86%	74,59%	58,54%	80,99%	78,86%	52,89%	63,11%	52,59%
Average	4,28	3,66	3,61	4,02	3,91	3,59	4,06	4,07	3,50	3,74	3,53

*Working conditions and Social Security.*

	Regulation	Inform.	Equipment	Guidance	Legal	Teaching	Complaints	Decision
<b>Disagree (1-2)</b>	13,79%	22,81%	29,27%	47,93%	22,12%	27,59%	34,26%	34,17%
<b>Agree (4-5)</b>	74,14%	64,04%	48,78%	32,23%	52,88%	43,97%	38,89%	42,50%
<b>Average</b>	3,79	3,51	3,24	2,70	3,35	3,18	2,96	3,05

*Training.*

	Scheduled	Beneficial	Regular	Records	Promotes training
<b>Disagree (1-2)</b>	26,96%	30,70%	29,57%	30,70%	46,72%
<b>Agree (4-5)</b>	45,22%	44,74%	45,22%	43,86%	31,97%
<b>Average</b>	3,22	3,17	3,18	3,16	2,72

*Ethical and professional aspects.*

	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
<b>Disagree (1-2)</b>	17,65%	20,34%	32,11%	13,22%	12,28%	28,83%	36,36%	46,22%	3,31%
<b>Agree (4-5)</b>	54,90%	55,08%	39,45%	73,55%	71,93%	47,75%	39,67%	31,93%	89,26%
<b>Average</b>	3,47	3,42	3,07	3,77	3,75	3,19	2,99	2,76	4,35

*Actions to improve research careers development related to compliance with the Chart&Code*

	<b>Good Prac.</b>	<b>Postdoc. sup.</b>	<b>Adv. service</b>	<b>Training</b>	<b>CV merits</b>
<b>Disagree (1-2)</b>	2,63%	8,70%	5,93%	2,52%	4,31%
<b>Agree (4-5)</b>	87,72%	71,30%	88,98%	80,67%	71,55%
<b>Average</b>	4,32	3,93	4,36	4,17	4,03

Results: analysis of training block for R1 researchers

Global	Scheduled	Beneficial	Regular	Records	Promotes training
Disagree (1-2)	23,08%	21,92%	28,17%	19,72%	36,84%
Agree (4-5)	50,00%	49,32%	42,25%	42,25%	39,47%
Average	3,32	3,32	3,14	3,23	2,96
Arts and Humanities (86)	Scheduled	Beneficial	Regular	Records	Promotes training
Disagree (1-2)	23,08%	21,92%	28,17%	19,72%	36,84%
Agree (4-5)	50,00%	49,32%	42,25%	42,25%	39,47%
Average	3,32	3,32	3,14	3,23	2,96
Sciences (41)	Scheduled	Beneficial	Regular	Records	Promotes training
Disagree (1-2)	26,32%	26,32%	25,00%	11,43%	33,33%
Agree (4-5)	55,26%	52,63%	52,78%	62,86%	51,28%
Average	3,47	3,47	3,36	3,69	3,21
Health Sciences (79)	Scheduled	Beneficial	Regular	Records	Promotes training
Disagree (1-2)	23,38%	20,78%	26,32%	18,67%	38,36%
Agree (4-5)	50,65%	46,75%	39,47%	40,00%	41,10%
Average	3,32	3,32	3,14	3,23	2,96
Social Sciences and Law (72)	Scheduled	Beneficial	Regular	Records	Promotes training
Disagree (1-2)	26,09%	23,19%	30,77%	21,21%	42,42%
Agree (4-5)	56,52%	52,17%	46,15%	45,45%	45,45%
Average	3,32	3,32	3,14	3,23	2,96
Engineering and Architecture (113)	Scheduled	Beneficial	Regular	Records	Promotes training
Disagree (1-2)	16,82%	14,95%	18,69%	13,73%	28,57%
Agree (4-5)	36,45%	33,64%	28,04%	29,41%	30,61%
Average	3,32	3,32	3,14	3,23	2,96

Results: analysis by gender

Recruitment.

		Clear	Open	Suited	Deadlines	International
Female	Disagree (1-2)	25,15%	26,46%	24,31%	28,44%	38,08%
	Agree (4-5)	43,25%	43,38%	40,31%	37,00%	20,28%
	Average	3,20	3,17	3,19	3,08	2,70
Male	Disagree (1-2)	22,25%	23,72%	23,16%	28,06%	38,32%
	Agree (4-5)	49,87%	51,28%	47,58%	42,09%	24,18%
	Average	3,32	3,31	3,26	3,11	2,74

		Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Female	Disagree (1-2)	29,59%	38,52%	11,27%	10,59%	21,01%	28,92%	20,06%	29,91%
	Agree (4-5)	42,01%	13,07%	64,74%	64,41%	48,52%	35,54%	48,67%	34,74%
	Average	3,12	2,60	3,67	3,64	3,32	3,05	3,31	3,02
Male	Disagree (1-2)	25,00%	45,96%	11,06%	12,44%	17,97%	28,06%	20,20%	27,51%
	Agree (4-5)	47,25%	17,27%	67,09%	66,75%	57,72%	39,80%	57,29%	40,87%
	Average	3,24	2,57	3,72	3,66	3,46	3,13	3,41	3,12

		Disciplines	International	Gender	Experience
Female	Disagree (1-2)	35,88%	50,17%	24,75%	21,45%
	Agree (4-5)	26,91%	14,14%	36,12%	40,92%
	Average	2,81	2,43	3,10	3,16
Male	Disagree (1-2)	37,30%	55,19%	17,63%	20,05%
	Agree (4-5)	28,11%	12,30%	42,42%	43,36%
	Average	2,81	2,33	3,27	3,22

		Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Female	Disag.12	3,59%	17,13%	10,03%	4,51%	4,24%	9,74%	5,04%	8,94%	12,46%	10,14%	9,54%
	Agree45	84,81%	58,56%	57,88%	82,54%	76,55%	57,88%	76,75%	67,60%	49,85%	55,65%	50,15%
	Average	4,19	3,55	3,64	4,16	3,99	3,65	3,97	3,82	3,50	3,61	3,54
Male	Disag.12	3,37%	20,39%	12,07%	6,76%	9,00%	12,75%	7,80%	6,27%	18,02%	15,27%	15,46%
	Agree45	86,99%	54,37%	53,94%	76,09%	69,59%	51,96%	67,80%	71,33%	44,69%	48,52%	39,95%
	Average	4,33	3,49	3,53	4,00	3,83	3,48	3,81	3,90	3,33	3,44	3,33

*Working conditions and Social Security.*

		Regulation	Inform.	Equipment	Guidance	Legal	Teaching	Complaints	Decision
Female	Disagree (1-2)	14,07%	23,21%	32,44%	49,87%	20,68%	34,88%	35,86%	30,12%
	Agree (4-5)	61,16%	52,68%	43,43%	28,27%	38,31%	34,01%	25,66%	33,43%
	Average	3,60	3,38	3,09	2,66	3,18	2,90	2,80	2,99
Male	Disagree (1-2)	10,80%	18,65%	30,93%	44,73%	19,26%	33,00%	32,60%	33,42%
	Agree (4-5)	70,18%	57,25%	48,14%	31,62%	44,19%	40,30%	33,43%	37,31%
	Average	3,79	3,47	3,23	2,75	3,34	3,07	2,97	3,03

*Training*

		Scheduled	Beneficial	Regular	Records	Promotes training
Female	Disagree (1-2)	29,30%	27,43%	30,70%	27,03%	48,76%
	Agree (4-5)	38,59%	38,86%	39,18%	44,19%	29,20%
	Average	3,09	3,12	3,07	3,15	2,68
Male	Disagree (1-2)	26,70%	25,93%	27,09%	27,53%	41,73%
	Agree (4-5)	44,90%	44,20%	42,12%	42,34%	33,57%
	Average	3,22	3,23	3,18	3,16	2,84

*Ethical and professional aspects*

		Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Female	Disagree (1-2)	15,02%	27,71%	43,81%	13,37%	7,93%	28,26%	38,70%	44,92%	5,56%
	Agree (4-5)	50,55%	44,86%	24,17%	64,90%	64,59%	35,09%	29,66%	23,73%	74,44%
	Average	3,45	3,15	2,68	3,69	3,75	3,08	2,84	2,65	4,03
Male	Disagree (1-2)	12,46%	25,54%	34,72%	9,62%	9,50%	24,61%	37,53%	44,17%	5,40%
	Agree (4-5)	53,89%	52,29%	32,38%	73,08%	70,50%	43,78%	31,96%	27,67%	82,86%
	Average	3,53	3,33	2,95	3,89	3,82	3,23	2,92	2,75	4,19

*Actions to improve research careers development related to compliance with the Chart&Code*

		Good Prac.	Postdoc. sup.	Adv. service	Training	CV merits
Female	Disagree (1-2)	2,82%	9,25%	1,64%	2,51%	4,55%
	Agree (4-5)	81,97%	69,08%	89,04%	87,19%	75,00%
	Average	4,18	3,85	4,43	4,36	4,08
Male	Disagree (1-2)	5,81%	11,47%	5,97%	7,75%	7,28%
	Agree (4-5)	77,02%	66,83%	83,77%	75,30%	72,82%
	Average	4,05	3,77	4,21	4,00	3,95



### Results: a summary

In general, a high level of discontent has not been observed, with the average being slightly above the midpoint (a 3.3; 3 meaning "I neither agree nor disagree" and 4 meaning "I agree") with a level of positive responses ("I agree or fully agree") more than 20 points above the negative ones ("I disagree or strongly disagree"). The aspects in which **higher levels of agreement** are shown are, from highest to lowest:

- The **need to periodically evaluate** the research performance.
- The **aspects that should include the selection of research staff**.
- The **conditions in which the activity is carried out** in terms of health (also considering that the USC complies with the regulations in matters of prevention of work hazards, and that it trains and reports conveniently about it), confidentiality and protection against information losses.
- The existence in the USC of **mechanisms that ensure the ethical principles** of research.

On the other hand, those issues in which the **highest levels of disagreement** are observed are, from highest to lowest:

- The support of the USC for the **dissemination of research results** to society in general and, most of all, to the non-specialized public.
- The support and guidance of the USC for the **professional and work development** of the research staff and for the **improvement of their skills and competences**.
- The **continuous training** provided by the USC to research staff.
- The information provided by the USC regarding **regulations related to the training and working conditions** of the research staff.
- The means that the USC provides for the **dissemination and exploitation of research results**.

If a **more detailed analysis** is carried out, it is observed that...

#### ON THE CHARACTERISTICS OF THE SELECTION PROCESSES

... recruitment procedures are not internationally comparable.

#### ON THE DISSEMINATION OF THE SELECTION PROCESSES

... recruitment procedures are not properly disseminated in the international media. The research staff also expresses the need to improve the specifications of working conditions and the explanation of the development of the selection processes.

#### ON THE COMPOSITION OF THE SELECTION COMMITTEES

... selection committees don't have members from different disciplines nor international experts.

#### **ON THE ASSESSMENT OF MERITS OF THE RESEARCH STAFF**

... the selection criteria should assess the quality of publications and the ability to work in teams, in the first instance. The criteria should also include: the dissemination of science, international experience and knowledge transfer.

#### **ON HEALTH STANDARDS AND SAFETY AT WORK**

... the USC complies with health standards and safety at work regulations, and informs and trains properly on both issues.

#### **ON WORKING CONDITIONS**

... the lack of support and guidance for professional and work development is the one issue on the working conditions of the staff where there is more room for improvement, followed by the procedures for the resolution of complaints and claims, the recognition of teaching activity for the research staff (in particular for R2, R3 and R4), and the participation in decision-making bodies for researchers R2 and R4.

#### **ON THE RELATIONSHIP BETWEEN STAFF AND TUTORS**

... all aspects of the relationship between staff and tutors (organized, profitable, regular, with registration of the progress) are evaluated positively, except for the group of R2, who don't agree on any of the items.

#### **ON CONTINUOUS TRAINING**

... in a generalized manner, it is not perceived that the USC encourages continuous training among its research staff.

#### **ON ETHICAL AND PROFESSIONALS ASPECTS**

... the ethical and professional aspects where more room for improvement has been detected are: information about mechanisms for financing R&D and about the regulations related to each activity; avoiding loss of information; and the way in which the USC facilitates the dissemination and exploitation of research results. R3 and R4 researchers do not approve the current level of dissemination of the results of their research to the non-specialist public. We should emphasize the high level in agreement on the need to periodically review and evaluate the performance of researchers.

#### **ON THE POSSIBLE ACTIONS TO IMPROVE THE DEVELOPMENT OF THE RESEARCH CAREER**

... all possible actions to improve the development of the research career would be interesting, valued in this order: (1) creation of an advisory service for the scientific and professional career, (2) establishment of a training program on transversal competences, (3) development of a Code of Good Practices in Research, (4)

development of an information system on curricular merits, (5) and of a system of supervision of the postdoctoral research staff.

### Annex I. Questionnaire

We want to hear your insight on the following issues relating to the management of Human Resources in research. For this purpose, please indicate your level of agreement with the following statements on a scale of 1 to 5 where:

1-Totally disagree

5-Totally agree

#### I. Contratación. Recruitment

**IMPORTANTE: Se a túa opción é Non sabe/Non contesta, deixa a resposta en branco.**

IMPORTANT: If your choice is Do not know / Do not answer, leave the answer blank.

1. **A USC establece uns procedementos de contratación do persoal investigador conforme á lexislación vixente que son:**

**The procedures for recruiting researchers established by the USC according to current legislation are:**

a. Claros. Clear.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
b. Abertos. Open.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
c. Adaptados ao posto. Suited for the job.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
d. Cos prazos adecuados. Adequated in terms of deadlines.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
e. Comparables a escala internacional. Internationally comparable	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo

2. **A USC difunde os seus procesos de selección de persoal investigador:**

**The USC publicizes its selection processes for researchers:**

a. Con suficiente antelación. Well in advance.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
b. En medios internacionais. In international media.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
c. Indicando os postos ofertados. Indicating the positions offered.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
d. Indicando os coñecementos requiridos. Indicating the knowledge required.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
e. Indicando as funcións a realizar. Indicating the functions to be performed.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo

f.	Indicando as condicións de traballo. Indicating working conditions.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
g.	Indicando os criterios de selección. Indicating the selection criteria.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
h.	Explicando o desenvolvemento do proceso. Explaining the development of the process.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo

**3. A USC asegura que os comités de selección para a contratación de persoal investigador inclúen:**

**The USC ensures that the selection committees for recruiting researchers include:**

a.	Membros de distintas disciplinas. Members from different disciplines.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
b.	Expertos/as internacionais. International experts.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
c.	Equilibrio en canto a xénero. Adequate gender balance.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
d.	Membros con experiencia adecuada. Members with relevant experience	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo

**4. A valoración de méritos en procesos de selección de persoal investigador no marco de actividades de I+D+i debería incluír:**

**The assessment of merits in the selection processes of researchers in the framework of the R & D & I should include:**

a.	Calidade das publicacións. Quality of scientific publications.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
b.	Experiencia docente. Teaching experience.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
c.	Supervisión de persoal. Supervision of staff.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
d.	Capacidade de traballo en equipo. Capacity for teamwork.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
e.	Transferencia do coñecemento. Knowledge transfer.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
f.	Xestión de I+D+i. R&D management.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
g.	Divulgación científica. Scientific	Totalmente	1	2	3	4	5	Totalmente

	knowledge dissemination.	en desacordo							de acordo
h.	Experiencia internacional. International experience.	Totalmente en desacordo	1	2	3	4	5		Totalmente de acordo
i.	Mobilidade intersectorial. Intersectorial mobility.	Totalmente en desacordo	1	2	3	4	5		Totalmente de acordo
j.	Mobilidade interdisciplinar. Interdisciplinary mobility.	Totalmente en desacordo	1	2	3	4	5		Totalmente de acordo
k.	Mobilidade virtual. Virtual mobility.	Totalmente en desacordo	1	2	3	4	5		Totalmente de acordo

## II. Condicións de traballo e Seguridade Social. Working conditions and Social Security.

**IMPORTANTE: Se a túa opción é Non sabe/Non contesta, deixa a resposta en branco.**

IMPORTANT: If your choice is Do not know / Do not answer, leave the answer blank.

### 5. En relación coas normas que afectan á protección da saúde e seguridade no traballo (vixilancia da saúde e prevención de riscos laborais) a USC:

In relation to the rules concerning the protection of health and safety at work (health monitoring and risk prevention), the USC:

a.	Cumpre coa normativa. Complies with regulations.	Totalmente en desacordo	1	2	3	4	5		Totalmente de acordo
b.	Informa e forma adecuadamente. Informs and trains properly.	Totalmente en desacordo	1	2	3	4	5		Totalmente de acordo

### 6. Dispoño dos medios e equipamentos necesarios para desenvolver a miña investigación.

I have the resources and equipment needed to develop my research.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

### 7. A USC facilítame apoio e orientación para o meu desenvolvemento profesional e laboral especializado na carreira científica/investigadora e para a mellora das miñas habilidades e competencias.

The USC provides support and guidance specialized in the scientific/research career for my professional development and for improving my skills and competencies

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

### 8. A USC asegúrame a defensa legal e da propiedade industrial e intelectual permitíndome beneficiarme da eventual explotación dos resultados de I+D.

The USC provides me with legal support and also support related to industrial and intellectual property thus ensuring my benefit from possible exploitation of the results of R & D

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

**9. A USC facilítame e recoñece o desenvolvemento das responsabilidades docentes asignadas ao persoal investigador.**

The USC facilitates and acknowledges the development of teaching responsibilities assigned to researchers.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

**10. A USC dispón dos procedementos adecuados para resolver queixas/reclamacións relacionadas coas condicións de traballo do persoal investigador e os conflitos cos seus supervisores.**

The USC has the appropriate procedures for resolving appeals/complaints related to working conditions of researchers and conflicts with their supervisors.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

**11. A USC asegura a participación do seu persoal investigador na toma de decisións a través dos correspondentes órganos de representación.**

The USC ensures the participation of its researchers in decision-making processes through the corresponding organs of representation.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

### III. Formación. Training

**IMPORTANT: Se a túa opción é Non sabe/Non contesta, deixa a resposta en branco.**

IMPORTANT: If your choice is Do not know / Do not answer, leave the answer blank.

**12. A USC promove que o persoal investigador en formación manteña co/a director/a-titor/a unha relación.**

The USC promotes that researchers in their training phase and their directors/tutors keep a relationship

a. Organizada. Scheduled.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
b. Beneficiosa. Beneficial.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
c. Regular. Regular.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
d. Con rexistro do progreso. With record of progress.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo

**13. A USC fomenta a formación continua do persoal investigador independentemente da etapa da súa carreira**

The USC promotes continuous training of researchers regardless of the stage of his/her career.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

**IV. Aspectos éticos e profesionais. Ethical and professional aspects**

**IMPORTANTE: Se a túa opción é Non sabe/Non contesta, deixa a resposta en branco.**

IMPORTANT: If your choice is Do not know / Do not answer, leave the answer blank.

- 14. A USC dispón de mecanismos para asegurar os principios éticos da investigación que realiza o seu persoal como, por exemplo, o Comité de Bioética ou os Principios da xestión socialmente responsable.**

The USC has mechanisms to ensure the ethical principles of the research carried out by its staff, for example, the Bioethics Committee or the Principles of socially responsible management.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

- 15. A USC informáame dos mecanismos de financiamento aos que podo acceder como persoal investigador e dos seus requisitos e condicións.**

The USC keeps me informed about the funding mechanisms available to me as researcher and their requirements and conditions.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

- 16. A USC infórmame da regulación nacional, sectorial e institucional que afecta á miña formación e ás miñas condicións de traballo como, por exemplo, dos dereitos de propiedade intelectual.**

The USC keeps me informed about the national, sectorial and institutional regulations related to my training and my working conditions, for example, about the intellectual property rights.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

- 17. A miña actividade investigadora desenvólvese en condicións de seguridade, no que se refire a:**

My research activity is developed in conditions of safety as it relates to:

a. Saúde. Health.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
b. Confidencialidade. Confidentiality.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo
c. Protección fronte a perdas de información. Protection against information leaks	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo

- 18. A USC facilítame a difusión e explotación dos resultados das miñas investigacións.**

The USC facilitates the dissemination and exploitation of the results of my research.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

- 19. A USC facilita que os resultados dos meus traballos de investigación se dean a coñecer a un público non especializado e á sociedade en xeral.**

The USC facilitates that the results of my research become known to a non-specialized public and society in general.



Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

- 20. Considero que o desempeño investigador debe revisarse e avaliarse periodicamente.**  
I think that research performance should be reviewed and evaluated periodically.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

**V. Acci3ns para a mellora da carreira investigadora ligadas ao cumprimento do C3digo e a Carta. Actions to improve research careers development related to compliance with the Chart&Code.**

**IMPORTANTE: Se a t3a opci3n 3 Non sabe/Non contesta, deixa a resposta en branco.**

- 21. Considero relevante de cara a mellorar o desempeño da mi3a carreira investigadora a existencia dun C3digo de Boas Pr3cticas de Investigaci3n.**

In order to improve the performance of my research career, I consider relevant the existence of a Code of Good Practices in Research.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

- 22. Considero relevante de cara a mellorar o desempeño da mi3a carreira investigadora a existencia dun sistema de supervisi3n do persoal investigador posdoutoral (con persoal supervisor asignado).**

In order to improve the performance of my research career, I consider relevant the existence of a system of supervision of postdoctoral researchers (with supervisors assigned).

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

- 23. Considero relevante de cara a mellorar o desempeño da mi3a carreira investigadora a existencia dun servizo de asesoramento da carreira cient3fica e profesional do persoal investigador.**

In order to improve the performance of my research career, I consider relevant the existence of career development advising services.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

- 24. Considero relevante de cara a mellorar o desempeño da mi3a carreira investigadora a existencia dun programa de formaci3n en competencias transversais.**

In order to improve the performance of my research career, I consider relevant the existence of a training program on transfereable skills.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

- 25. Considero relevante de cara a mellorar o desempeño da mi3a carreira investigadora o acceso a un sistema de informaci3n sobre m3ritos curriculares do persoal investigador da USC.**

In order to improve the performance of my research career, I consider relevant the access to an information system about the curricular merits of researchers from the USC.

Totalmente en desacordo 

1	2	3	4	5
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 Totalmente de acordo

- 26. Indica outras:** Name others

