Survey C&C

HRS4R

CONTENIDO

1. SURVEY AND SAMPLE

Presently 141researchers work at the Institution. The survey that evaluates the implementation of the 40 criteria at the IISGM was sent to all these researchers. From the 141 researchers, 96 answered the complete survey (68,05 %). 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	%	% Universe
Male	48	34,05	29	30,20	60,41
Female	93	65,95	67	67,79	72,04
R1	95	35,46	68	39,58	71,57
R2	28	19,85	16	16,66	57,14
R3	17	7,09	11	11,45	64,70
R4	1	0,70	1	1,04	100
Total	141		96		68,08

The percentages of participation in the survey were coherent with the sample universe. 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 some of the following criteria at the Institution 34. Complaints/ appeals, 33. Teaching, 29. Value of mobility, 17. Variations in the chronological order of CVs (Code), 21. Postdoctoral appointments (Code), 28. Career development, 31. Intellectual Property Rights y 35. Participation in decision-making bodies

Figure 1. PERCENTAGE OF "NOT AWARE OF THE IMPLEMENTATION" ANSWERS BY CRITERION
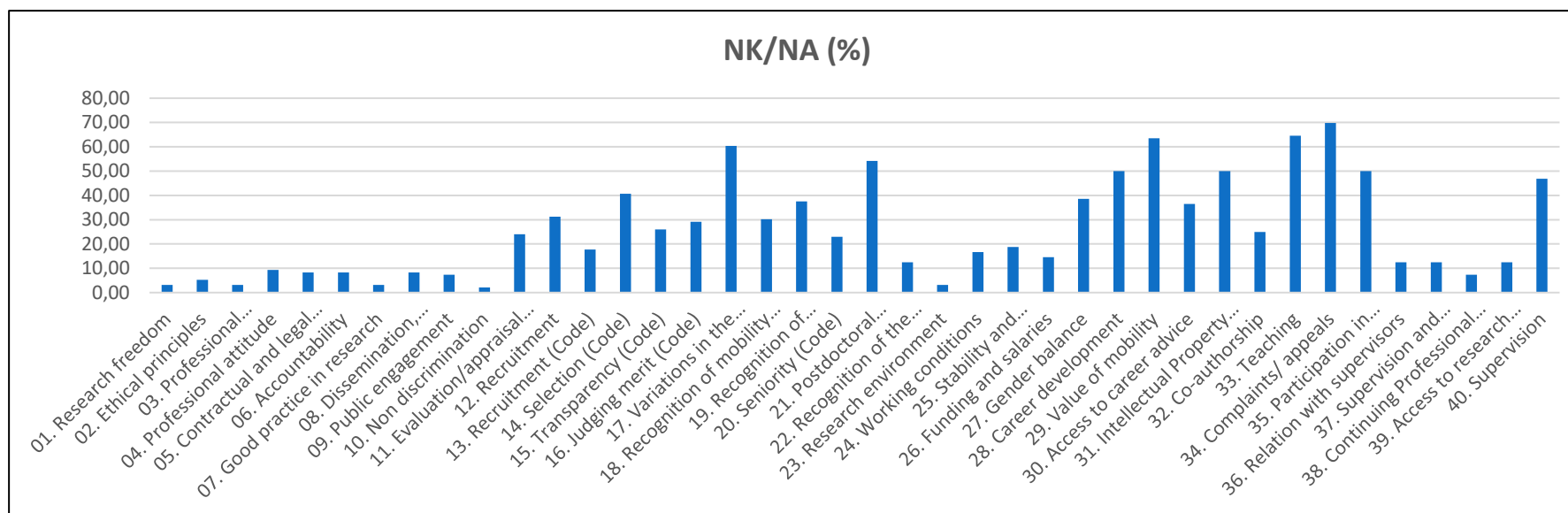
3. RESULTS OF THE SURVEY

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.

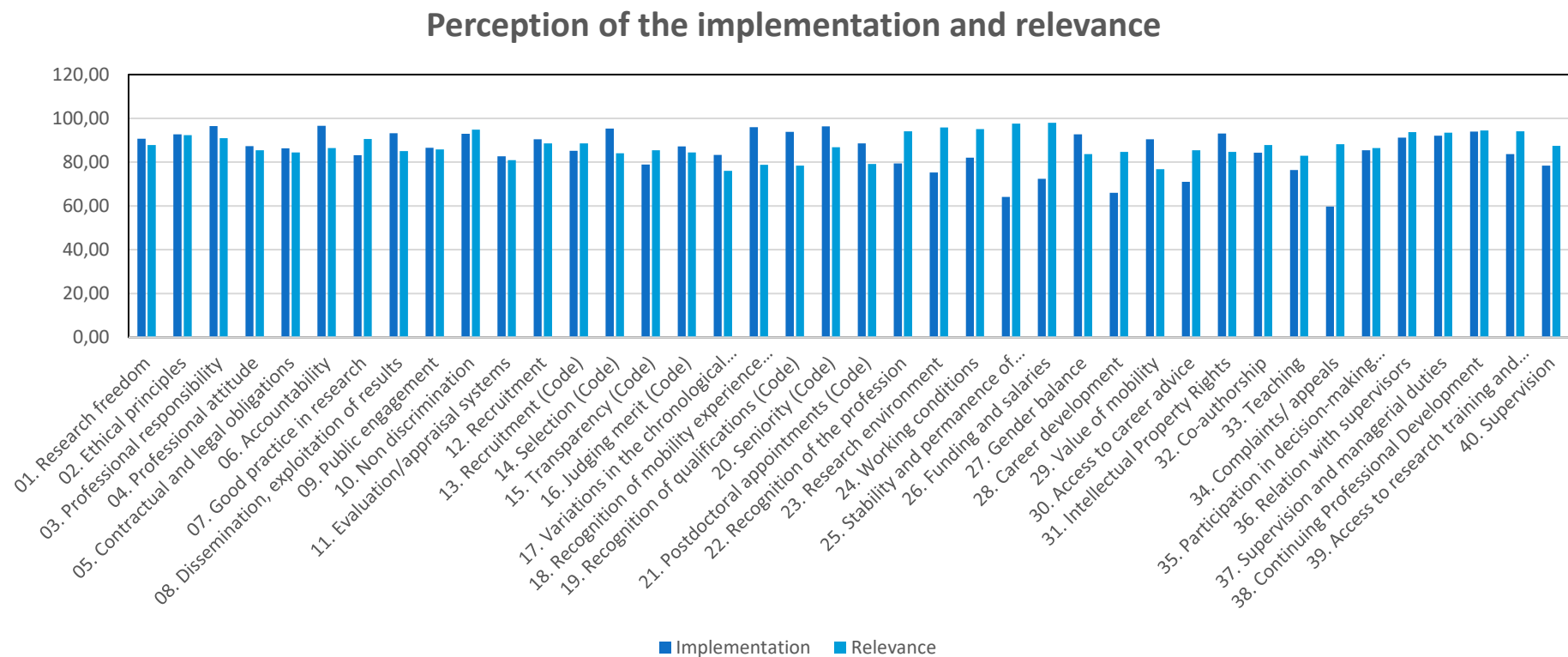FIGURE 2. PERCEPTION OF THE IMPLEMENTATION OF THE CRITERIA PER GENDER
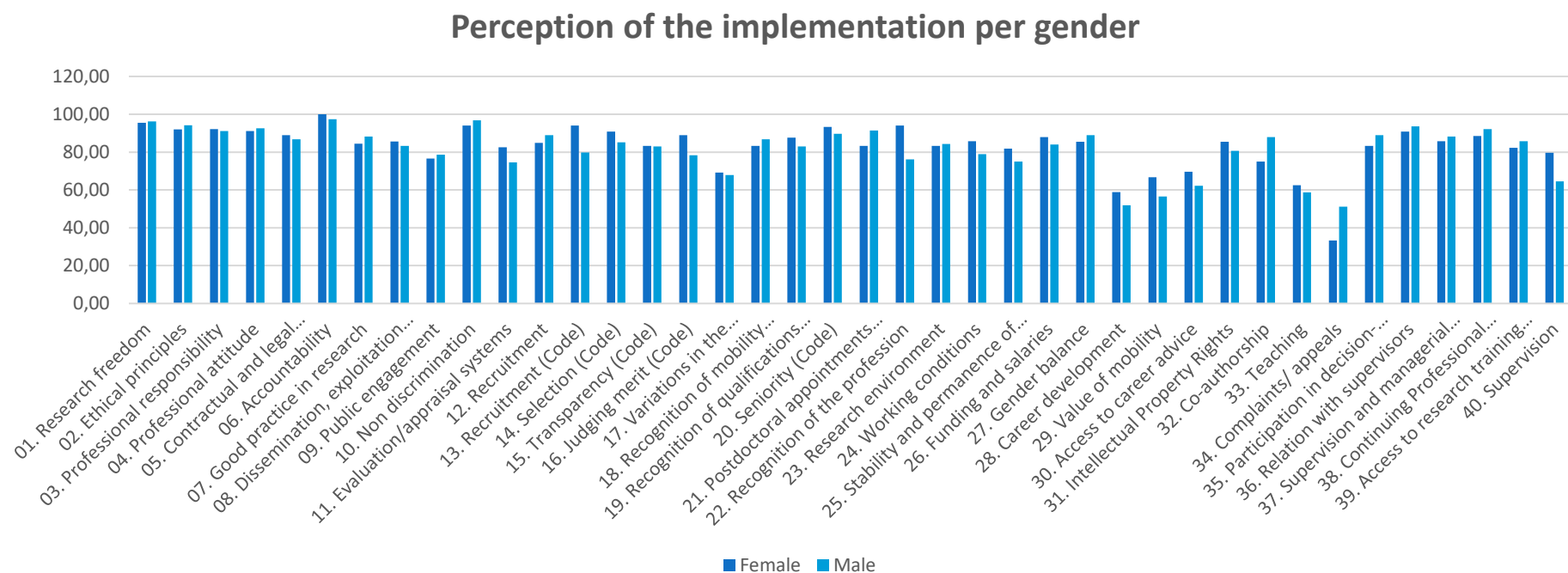
As shown, in general terms, there is not a big difference in the perception of the implementation of the principles in terms of gender, although in general terms, females perceive that the principles were more implemented than males, except for 34. Complaints/appeals and 32.Co-authorship in which females perceive a lower implementation.

Perception of the implementation per professional profile
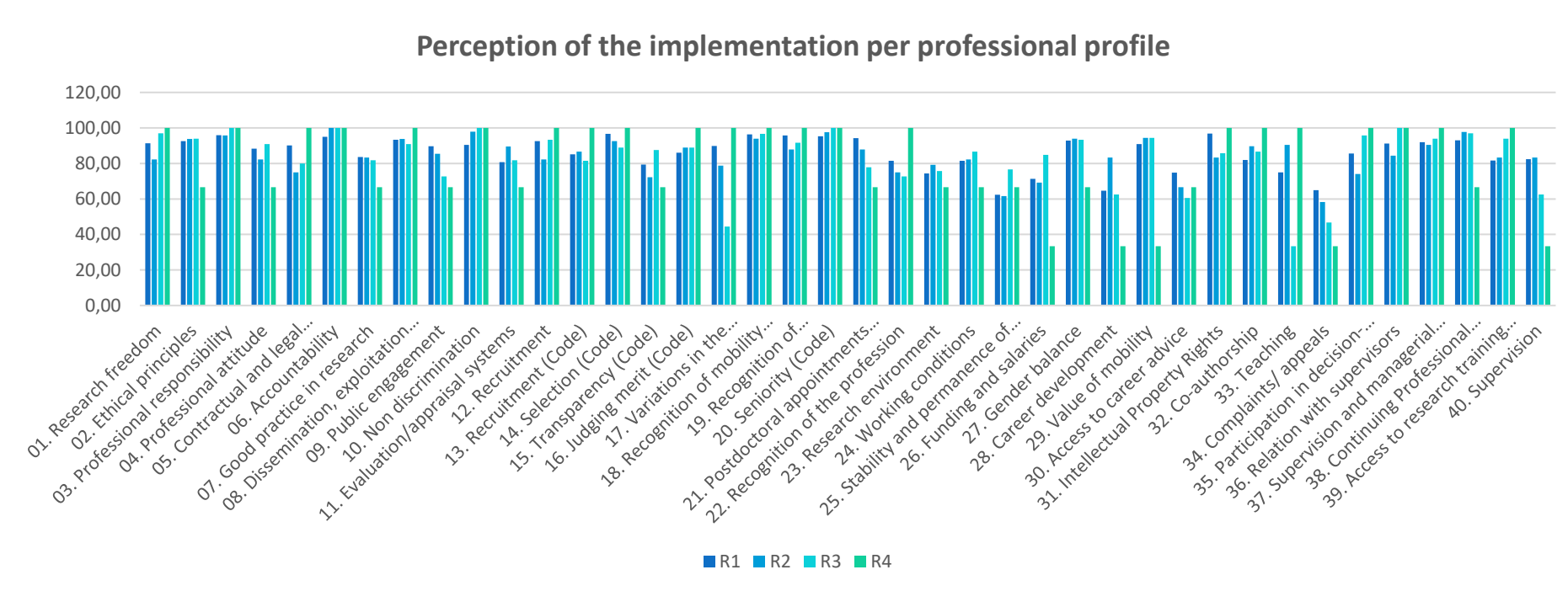
In general terms, R1 researchers perceive a higher degree of implementation of the criteria than the remaining professional levels. R2, R3 and R4 researchers give a lower scoring to principles related with professional career.

The difference between the degree of implementation and relevance is higher in the less implemented principles, that were mostly related with professional development.

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	59,77
25. Stability and permanence of employment	64,1
28. Career development	65,97
30. Access to career advice	71,04
26. Funding and salaries	72,36
23. Research environment	75,27
33. Teaching	76,47
40. Supervision	78,43
15. Transparency (Code)	78,87
22. Recognition of the profession	79,37

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

TABLE 3. HIGHEST LEVEL OF IMPLEMENTATION

Principle	Ranking (%)
06. Accountability	96,59
03. Professional responsibility	96,42
20. Seniority (Code)	96,40
18. Recognition of mobility experience (Code)	96,02
14. Selection (Code)	95,32
38. Continuing Professional Development	94,01
19. Recognition of qualifications (Code)	93,89
08. Dissemination, exploitation of results	93,18
31. Intellectual Property Rights	93,06
10. Non discrimination	92,91

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
01. Research freedom 02. Ethical principles 03. Professional responsibility 04. Professional attitude 05. Contractual and legal obligations 06. Accountability 07. Good practice in research 08. Dissemination, exploitation of results 10. Non discrimination 19. Recognition of qualifications (Code) 22. Recognition of the profession 26. Funding and salaries 29. Value of mobility 31. Intellectual Property Rights 33. Teaching	09. Public engagement 11. Evaluation/appraisal systems 12. Recruitment 13. Recruitment (Code) 14. Selection (Code) 15. Transparency (Code) 16. Judging merit (Code) 17. Variations in the chronological order of CVs (Code) 18. Recognition of mobility experience (Code) 20. Seniority (Code) 21. Postdoctoral appointments (Code) 23. Research environment 24. Working conditions 27. Gender balance 32. Co-authorship 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
Partially implemented	**Insufficiently implemented**
30. Access to career advice 25. Stability and permanence of employment	28. Career development 34. Complaints/ appeals