



Survey

HRS4R - HUMAN RESOURCES STRATEGY FOR RESEARCHERS

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1. SURVEY AND SAMPLE

Presently 146 researchers work at the Institution. The survey that evaluates the implementation of the ,40 criteria at the IBSAL was sent to all these researchers. From the 146 researchers, 81 answered the complete survey (55,47 %). The distribution of the population of the sample universe and the answers received are presented in Table 1.

Table 1. Overall Survey Results

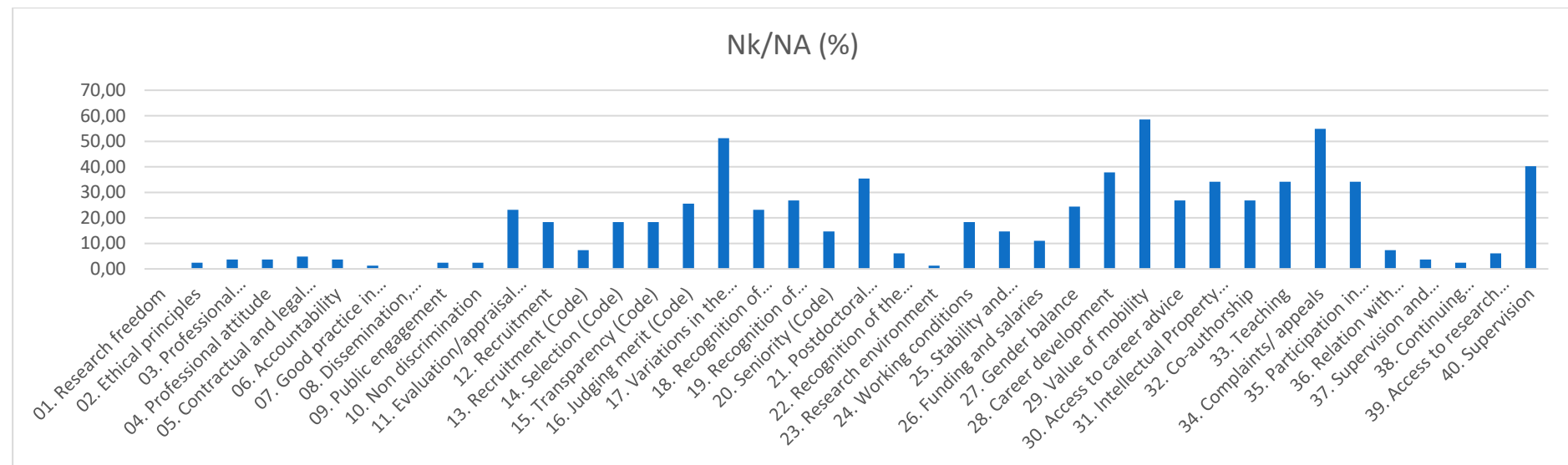
	Universe	%	Sample	%	% Universe
Male	83	56,85	52	64,19	62,65
Female	63	43,15	29	35,80	46,03
R1	12	8,22	12	38,98	100
R2	5	3,42	4	14,81	80
R3	106	72,60	44	41,05	41,50
R4	23	15,75	21	25,92	91,30
Total	146		81		55,47

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 Institution²⁹. Value of mobility, 34. Complaints/ appeals, 17. Variations in the chronological order of CVs (Code), 40. Supervision and 28. Career development

FIGURE 1. PERCENTAGE OF "NOT AWARE OF THE IMPLEMENTATION" ANSWERS BY CRITERION



3. RESULTS OF THE SURVEY

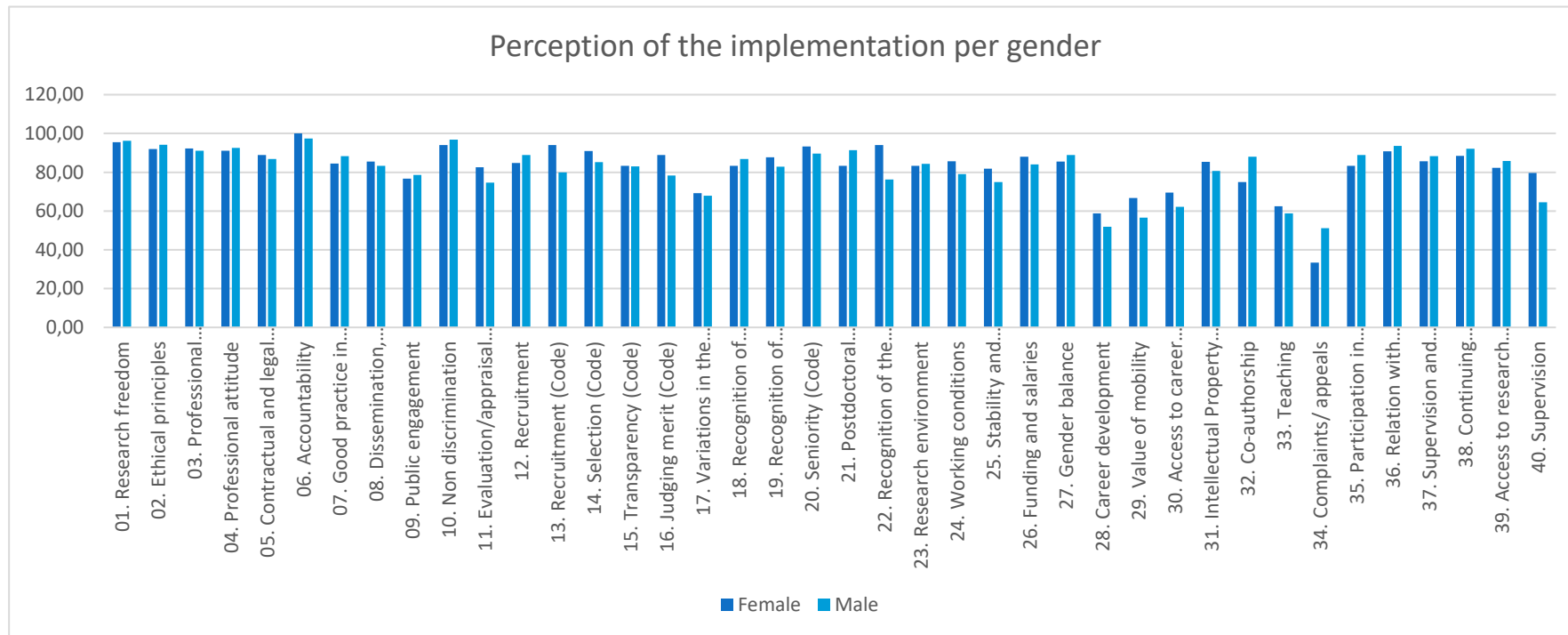
To represent graphically the perception of the relevance and the degree of implementation of the C&C principles obtained in the survey, the qualitative estimations were transformed into quantitative values using the following algorithms:

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

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

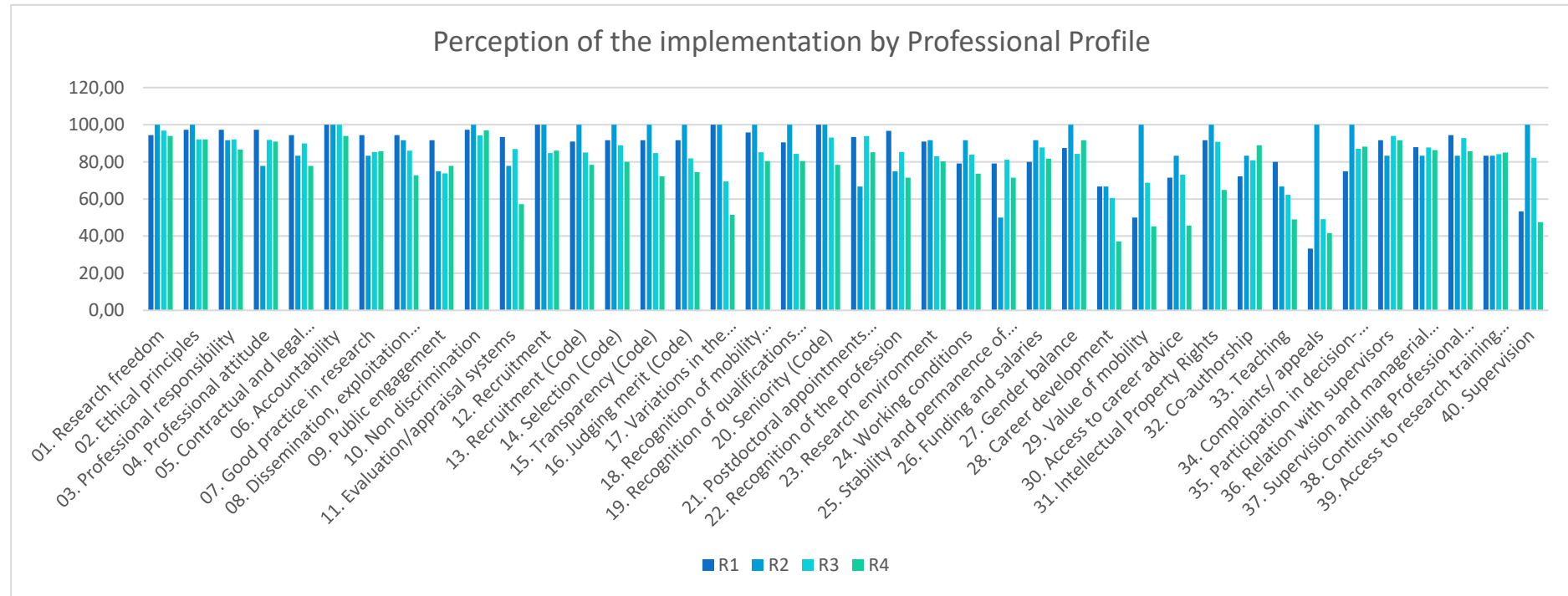
An analysis of the results obtained by applying these algorithms to the different segmentations of the survey sample is presented, in comparison with the consolidated results of all the researchers.

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



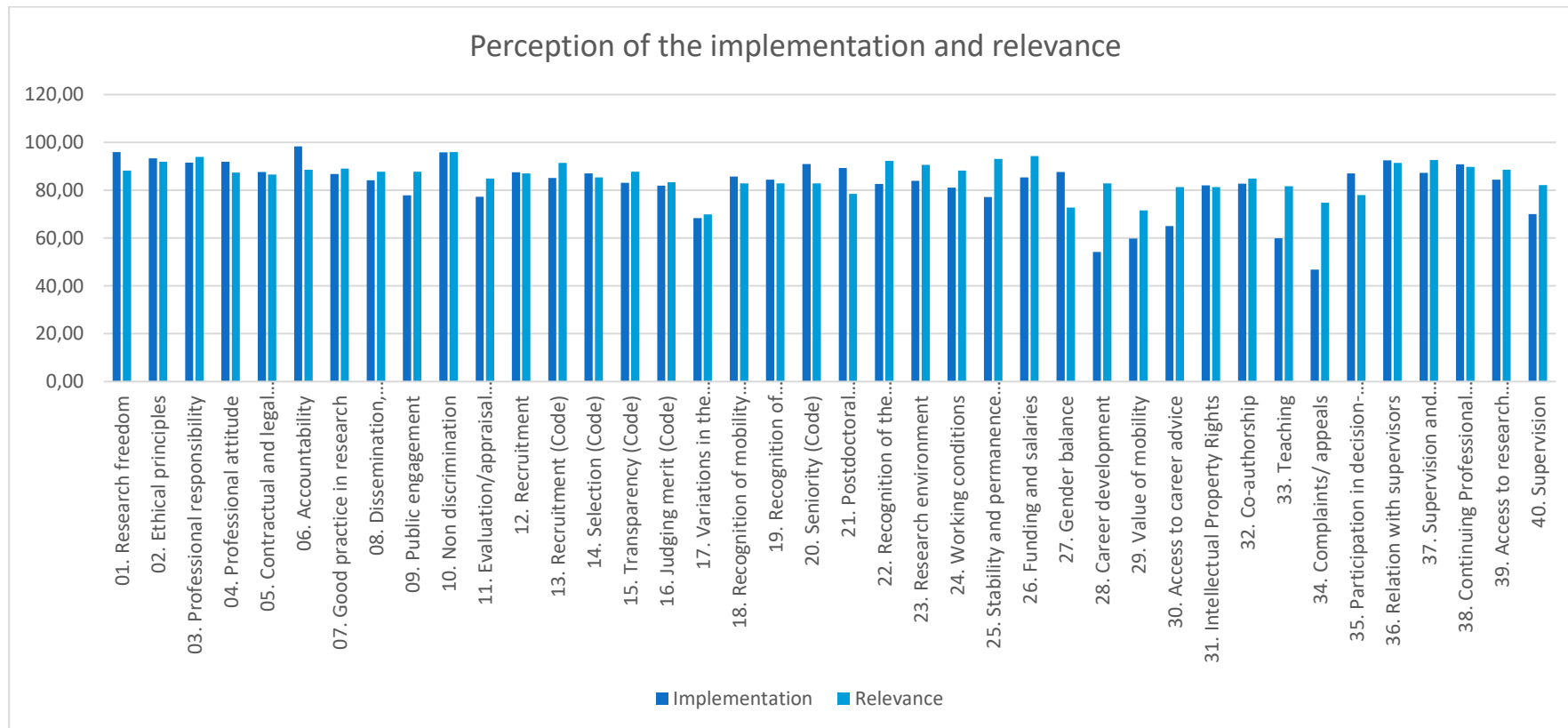
As shown, in general terms, there is not a big difference in the perception of the implementation of the principles in terms of gender, although differences in the perception of the implementation of 34. Complaints/appeals, and 40. Supervision, should be noted.

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



In general terms, R1 researchers perceive a higher degree of implementation of the criteria than the remaining professional levels, except in 34. Complaints/appeals. R2 and R4 researchers give a lower scoring to principles related with professional career.

FIGURE 4. PERCEPTION OF THE IMPLEMENTATION AND RELEVANCE OF THE CRITERIA (CONSOLIDATED SAMPLE)



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	46,85
28. Career development	54,25
29. Value of mobility	59,8
33. Teaching	59,88
30. Access to career advice	65
17. Variations in the chronological order of CVs (Code)	68,33
40. Supervision	70,07
25. Stability and permanence of employment	77,14
11. Evaluation/appraisal systems	77,25
09. Public engagement	77,92

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

TABLE 3. HIGHEST LEVEL OF IMPLEMENTATION

Principle	Ranking (%)
06. Accountability	98,31
01. Research freedom	95,93
10. Non discrimination	95,83
02. Ethical principles	93,33
36. Relation with supervisors	92,54
04. Professional attitude	91,98
03. Professional responsibility	91,56
20. Seniority (Code)	90,95
38. Continuing Professional Development	90,83
21. Postdoctoral appointments (Code)	89,31

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	08. Dissemination, exploitation of results
02. Ethical principles	09. Public engagement
03. Professional responsibility	11. Evaluation/appraisal systems
04. Professional attitude	15. Transparency (Code)
05. Contractual and legal obligations	16. Judging merit (Code)
06. Accountability	19. Recognition of qualifications (Code)
07. Good practice in research	22. Recognition of the profession
10. Non discrimination	23. Research environment
12. Recruitment	24. Working conditions
13. Recruitment (Code)	25. Stability and permanence of employment
14. Selection (Code)	31. Intellectual Property Rights
18. Recognition of mobility experience (Code)	32. Co-authorship
20. Seniority (Code)	39. Access to research training and continuous development
21. Postdoctoral appointments (Code)	40. Supervision
26. Funding and salaries	
27. Gender balance	
35. Participation in decision-making bodies	
36. Relation with supervisors	
37. Supervision and managerial duties	
38. Continuing Professional Development	
Partially implemented	Insufficiently implemented
17. Variations in the chronological order of CVs (Code)	28. Career development
30. Access to career advice	29. Value of mobility
33. Teaching	34. Complaints/ appeals