



Universidad Pablo de Olavide

# Survey C&C

HRS4R

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## 1. SURVEY AND SAMPLE

A survey that evaluates the implementation of the 40 criteria was sent to the 651 researchers, 217 members of the staff answered the complete survey (33,33 %). The distribution of the population of the sample universe and the answers received are presented in Table 1.

Table 1. Overall Survey Results

	Universe	% Universe	Sample	% Sample	% Universe
Males	341	52,46	111	51,15	32,55
Females	310	47,69	106	48,85	34,19
R1	45	6,92	7	3,23	15,56
R2	102	15,69	22	10,14	21,57
R3	409	62,92	147	67,74	35,94
R4	95	14,62	41	18,89	43,16
ENGINEERING	18	2,77	8	3,69	44,44
LEGAL SCIENCES	103	15,85	13	5,99	12,62
EXPERIMENTAL SCIENCES	149	22,92	44	20,28	29,53
BUSINESS AND ECONOMIC SCIENCES	137	21,08	71	32,72	51,82
SOCIAL SCIENCES	130	20,00	43	19,82	33,08
ARTS and HUMANITIES	114	17,54	38	17,51	33,33
Total	651		217		33,33

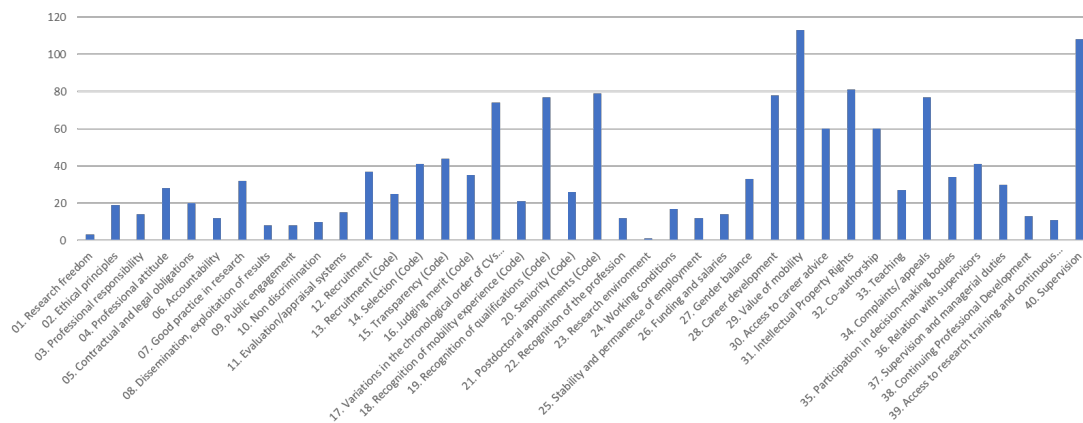
The percentages of participation in the survey were statistically significant (Sampling error at +5,4% for a 95% confidence level in the worst-case variance ( $p=q$ )), and coherent with the universe's distribution. The views of the different professional profiles and genders were expressed in the survey 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 many of the 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 relating 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:



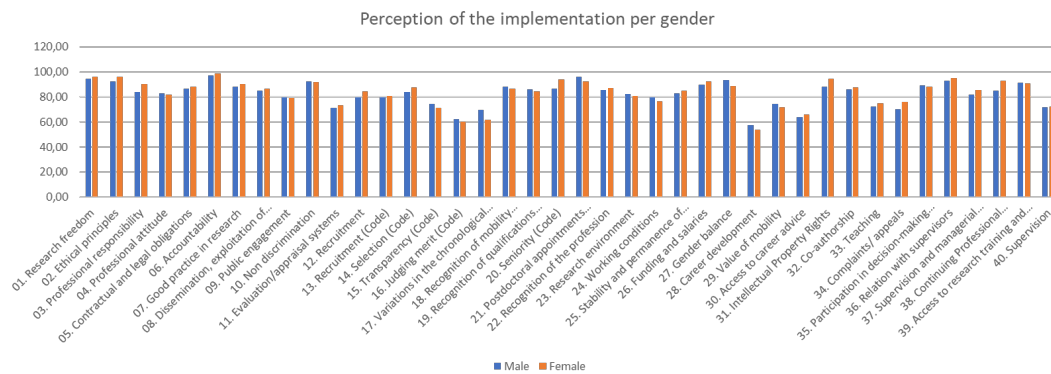
$$\text{Implementation} = \frac{(\# \text{Fully implemented} \times 3) + (\# \text{almost but not fully implemented} \times 2) + (\# \text{partially implemented})}{\# \text{respondents} \times 3} \times 100$$

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

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.

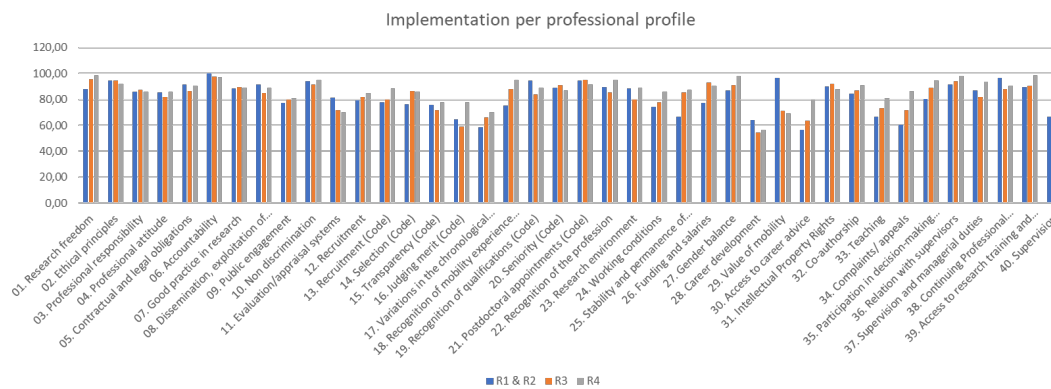


FIGURE 2. PERCEPTION OF THE IMPLEMENTATION OF THE CRITERIA PER GENDER



There are not many significant differences in the perception of the implementation of the criteria between men and women.

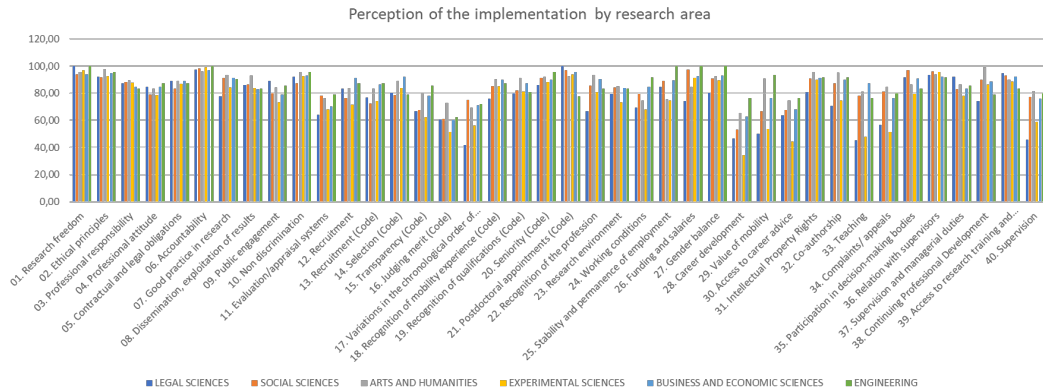
Figure 3. PERCEPTION OF THE IMPLEMENTATION OF THE CRITERIA BY PROFESSIONAL PROFILE



In general, R1 and R2 rate the criteria worse than R3 and R4, the differences are more focused on the criteria that affects more to these groups, and that are involved in working conditions, stability and career development.

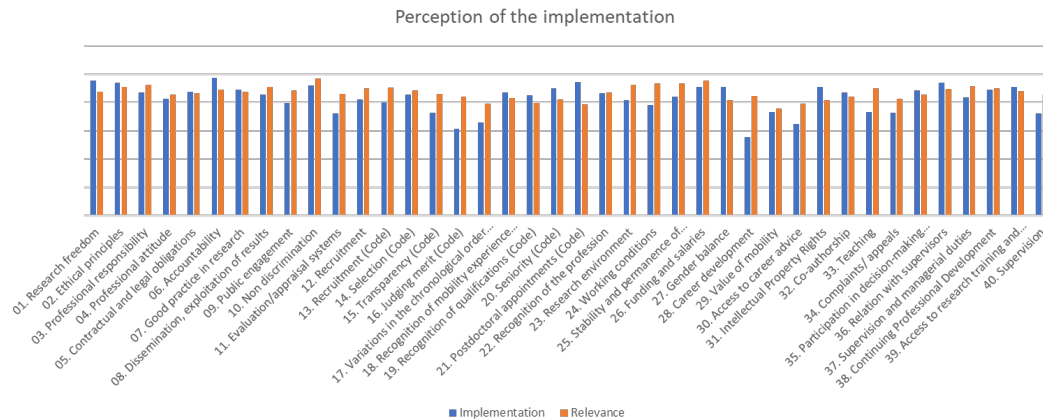


FIGURE 4. PERCEPTION OF THE IMPLEMENTATION BY RESEARCH AREA.



in general terms, both legal sciences and experimental sciences have worse ratings of the implementation of the criteria 29. Value of mobility, 33. Teaching, 28. Career development, 40. Supervision and 34. Complaints/ appeals.

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



Researchers perceive that the criteria related to OTM-R-based recruiting, career path, teaching, and supervision are important and are not sufficiently implemented.

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

Principle	Ranking
28. Career development	55,64
16. Judging merit (Code)	61,17
30. Access to career advice	64,76
17. Variations in the chronological order of CVs (Code)	65,97
40. Supervision	72,17
11. Evaluation/appraisal systems	72,28



34. Complaints/ appeals	72,62
15. Transparency (Code)	72,83
29. Value of mobility	73,08
33. Teaching	73,51

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

**TABLE 3. HIGHEST LEVEL OF IMPLEMENTATION**

Principle	Ranking
06. Accountability	97,72
01. Research freedom	95,33
21. Postdoctoral appointments (Code)	94,44
36. Relation with supervisors	94,13
02. Ethical principles	94,11
10. Non discrimination	92,27
27. Gender balance	91,30
31. Intellectual Property Rights	91,18
26. Funding and salaries	91,13
39. Access to research training and continuous development	91,10

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