

# **RESULTS OF THE HRS4R SURVEY**

## **FINAL REPORT**

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## **Presentation**

The action plan 2022-2025 for the implementation of the “HR Strategy for Researchers” at USC, includes in its Priority 7: Strengthening internal monitoring, a specific action (Action 66) for monitoring the impact of the HRS4R among the research community.

This report presents a detailed analysis of the (biannual) survey conducted in 2022, providing 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. In addition, some comparisons with the initial survey, carried out in 2016 for implementing the HR strategy, are also provided.

In the final section, some conclusions and discussion about the results are provided. 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 who 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

PhD Students

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. The results are computed from 418 valid surveys (out of 423 who initially access the questionnaire), which corresponds to a 9,13% of the population

	Population	Size	Error
<b>R1</b>	2673	121	8,48%
<b>R2</b>	434	83	9,44%
<b>R2A</b>	224	46	12,58%
<b>R2B</b>	210	37	14,28%
<b>R3</b>	776	89	9,53%
<b>R4</b>	604	125	7,61%
<b>Total</b>	4487	418	4,45%

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

Since some analysis will be carried out for the whole sample, the sample representation of each sector should be considered for appropriate interpretations from global results. Specifically, it should be noted that R4 group represents 5.26% of the whole target population, comprised by R1-R4 researchers. However, R4 researchers are 29,90% of the sample. On the contrary, the R3 group is 67,67% of the population, but just 21,29% of the sample. Both R1 and R2 researchers are slightly over-represented in the sample.

Regarding the quality of the numerical results and their validity for inferring about the researchers population at USC, it should be noted that the error quantities 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 4.45% 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 4.45% with a probability of 95%. In addition, the low rate of missing answers has justified ignoring this issue in the analysis.

The questionnaire was sent to the whole population by e-mail (in Galician and in English, as can be seen in Annex I), via a MS Forms, employing the institutional tools included in Office 365. Anonymity and data protection (according to the current regulation) has been guaranteed through the whole process.

**Type of survey:** self-administered questionnaire (online via MS Forms)

**Dates:** between 13<sup>th</sup> and 24<sup>th</sup> of June 2022

**Validation of the questionnaire:** same questionnaire as for the initial survey in 2016. In this case, a pre-test in Focus Group was carried out, jointly with a preliminary test in the control group for technical aspects

**Promotion of participation:** by email

**Targeted population:** 4, 487 people

**Number of answers:** 418 valid questionnaires

**Participation:** 9.31%

**Sampling error:** 4.45% (Confidence level 95%)

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

**Action in action plan 2022-2025:** Action 66

The questionnaire (see Annex I) employed in this survey was initially designed when implementing the HR Strategy in 2016, according to the different areas considered in the GAP analysis. In this evaluation, the same questionnaire was applied, facilitating the comparison with the previous result. The structure of the questionnaire is the following:

1. Recruitment block.
2. Training block.
3. Ethical and professional aspects.
4. Actions to improve researchers' career.

The complete questionnaire has been included in Annex I. For each item, researchers have been asked to indicate their level of agreement with a certain statement, with values from 1 (complete disagreement) to 5 (complete agreement). An initial version of the questionnaire was validated already in 2016 by a pilot study on a sample of researchers who participate in the focus group. Results in this report will be presented for the whole dataset with segmentation for different career groups (R1-R4, and for R2A and R2B) and also taking into account gender and field of knowledge. Specifically, knowledge fields are classified as: Arts and Humanities, Engineering and Architecture, Health Sciences, Sciences and Social Sciences and Law.

Results will be summarized for 2022 and a comparison between 2022 and 2016 will be also provided. When differences (considering the sampling error in both surveys) are statistically significant, this is noticed in the text. In addition, some other results that are not far from being significantly different, or results that may show a trend in issues that require specific attention, will be also commented.

Along the analysis, the results will be compared with the initial results obtained in 2016, which can be consulted in the following [link at the USC-HRS4R website](#).

## Results

### Results: comparison global vs. groups

In the following tables, results for the whole sample (first part of the table) are compared with the ones obtained for each R group (R1: red, R2: green, R3: dark blue, R4: light blue). Questionnaire items are summarized in order to make tables readable, but the complete formulation of the questions can be consulted in the annex. 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)	25,55%	24,75%	21,11%	30,56%	35,87%
Agree (4-5)	53,81%	53,00%	54,27%	48,74%	40,76%
Average	3,43	3,48	3,48	3,29	3,02
R1	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	29,66%	27,19%	23,89%	36,61%	36,54%
Agree (4-5)	47,46%	45,61%	54,87%	45,54%	40,38%
Average	3,24	3,29	3,42	3,13	2,99
R2	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	27,16%	30,00%	28,40%	32,10%	46,15%
Agree (4-5)	51,85%	50,00%	41,98%	44,44%	29,49%
Average	3,42	3,36	3,27	3,23	2,73
R3	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	13,10%	16,87%	7,14%	19,05%	22,22%
Agree (4-5)	66,67%	65,06%	66,67%	60,71%	54,17%
Average	3,79	3,76	3,81	3,63	3,47
R4	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	29,03%	24,39%	23,33%	31,93%	36,84%
Agree (4-5)	52,42%	53,66%	53,33%	46,22%	40,35%
Average	3,37	3,55	3,47	3,23	2,95

**General evaluation for 2022.** Regarding the recruiting procedures, all the items get a positive evaluation (% of positive answers are higher than % of negative answers), except for “international” (internationally comparable) in the R2 group. For the whole sample, note that more than a half of the people answering the questionnaire agree or totally agree with considering our recruiting procedures as clear, open and suited for the job.

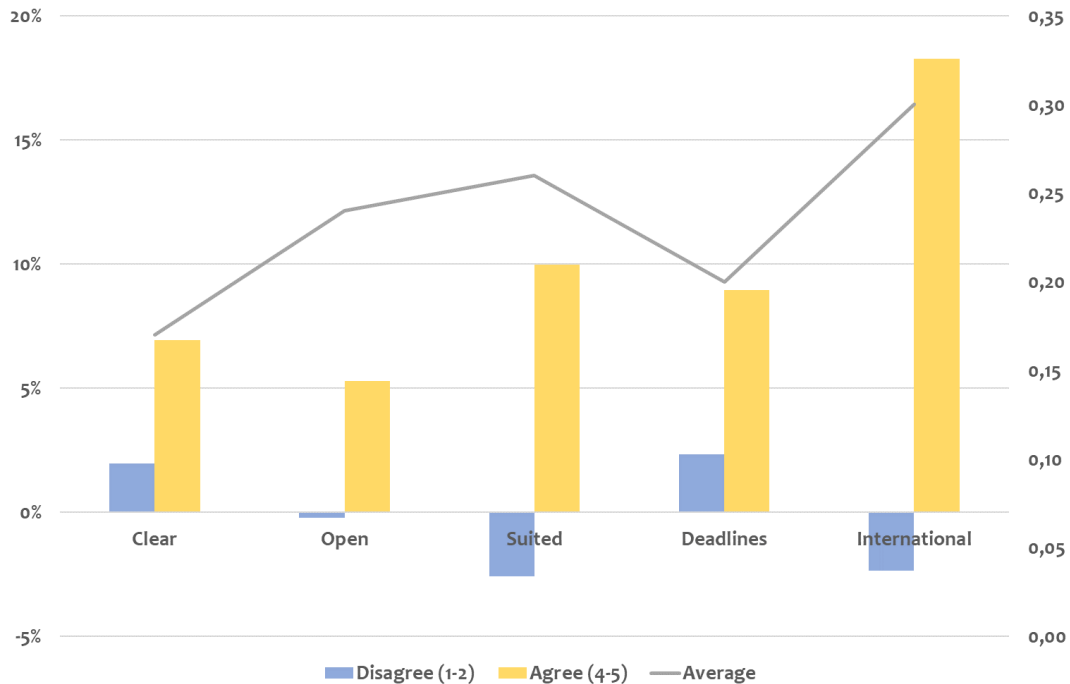


Figure 1. Results comparison: percentage differences in negative (disagree, blue) and positive (agree, yellow) answers between 2022 and 2016. Grey line: average difference between 2022 and 2016.

**Comparison with 2016.** It is also interesting to check the differences with the results obtained in the survey conducted in 2016 (see Figure 1). For all the items, the percentage of positive answers are (significantly) higher than those obtained in 2016. Specifically, it should be noted the difference in the evaluation of the item assessing if the procedures at USC are internationally comparable: in 2022, 40,76% agree in this point, a 18,26% more than in 2016. For the adequacy in deadlines, the percentage of positive answers has increased 8,96% points and for the suitability for the job offered, the percentage of positive answers has grown in 9,98%. The other items, regarding clearness and openness, present increments larger than 5%.

For the different R-groups, there are some (significant) differences between 2022 and 2016 that should be remarked:

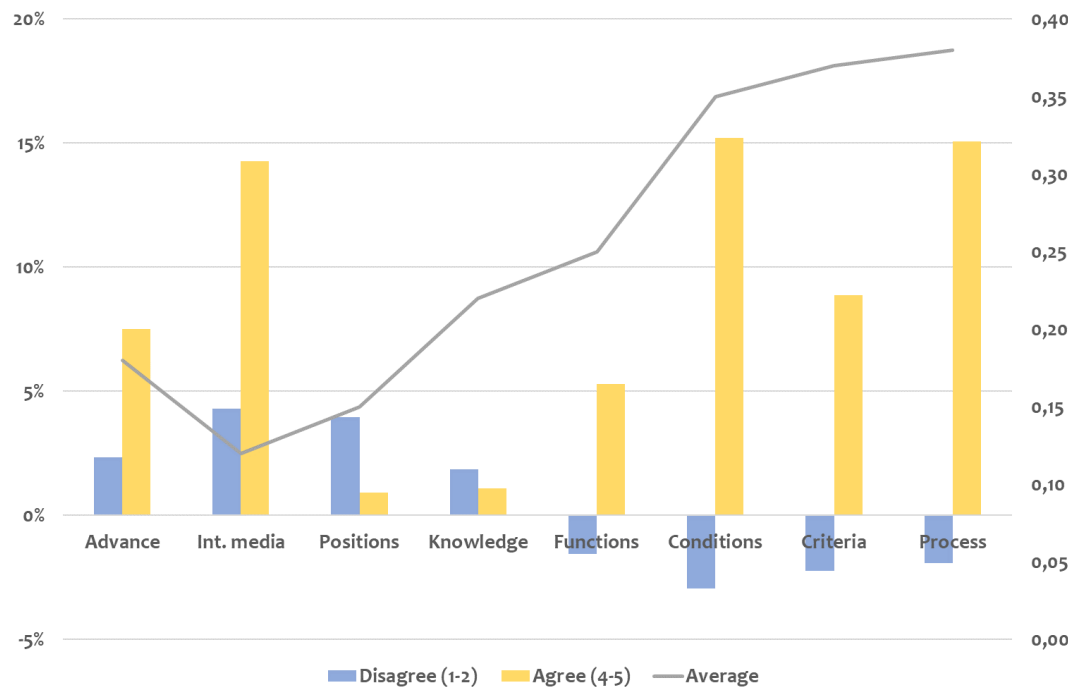
- R1: better evaluation of suitability for the job and internationally comparable; worse evaluation for deadlines (9,31% less of positive answers).
- R2 and R3: better evaluation of deadlines and internationally comparable.



Recruitment. The USC publicizes its selection processes for researchers:

Global	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	29,43%	46,97%	15,13%	13,45%	17,81%	25,51%	17,90%	26,68%
Agree (4-5)	52,37%	29,68%	66,92%	66,75%	58,78%	53,06%	62,15%	53,11%
Average	3,36	2,70	3,85	3,87	3,65	3,44	3,73	3,45
R1	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	37,93%	45,54%	15,18%	12,17%	24,78%	33,63%	17,12%	32,73%
Agree (4-5)	43,97%	31,68%	61,61%	64,35%	49,56%	49,56%	58,56%	47,27%
Average	3,04	2,73	3,70	3,79	3,41	3,23	3,59	3,18
R2	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	34,57%	54,79%	19,75%	12,35%	16,25%	27,16%	19,75%	31,25%
Agree (4-5)	48,15%	24,66%	64,20%	69,14%	60,00%	50,62%	60,49%	52,50%
Average	3,14	2,62	3,79	4,00	3,75	3,42	3,64	3,35
R3	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	13,10%	33,33%	11,25%	8,33%	9,76%	14,46%	13,58%	13,58%
Agree (4-5)	70,24%	36,11%	76,25%	70,24%	63,41%	57,83%	71,60%	65,43%
Average	3,92	2,93	4,03	3,98	3,79	3,67	4,04	3,93
R4	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	29,17%	52,48%	14,53%	19,30%	17,80%	24,35%	20,34%	26,96%
Agree (4-5)	50,83%	26,73%	67,52%	64,91%	63,56%	54,78%	60,17%	50,43%
Average	3,42	2,55	3,92	3,76	3,73	3,50	3,71	3,43

**General evaluation for 2022.** For the recruitment process, all the items receive more positive than negative answers, except for the publication of the selection process in international media. This answer somehow may seem contradictory with the previous evaluation regarding the international comparability of our selection process, but this item just focused on the appearance of our offers in international media.



**Comparison with 2016.** Significantly better evaluations are obtained for five out of the eight items evaluated (see Figure 2). Results for 2022 are better than the ones obtained in 2016 for publication in advance, publication in international media (although this item gets less positive than negative evaluations), indications of working conditions, indications of selection criteria and explanations about the development of the process. No significant changes are found for the other items. The results are consistent within the R-groups but there are some (significant) differences between 2022 and 2016 that should be remarked:

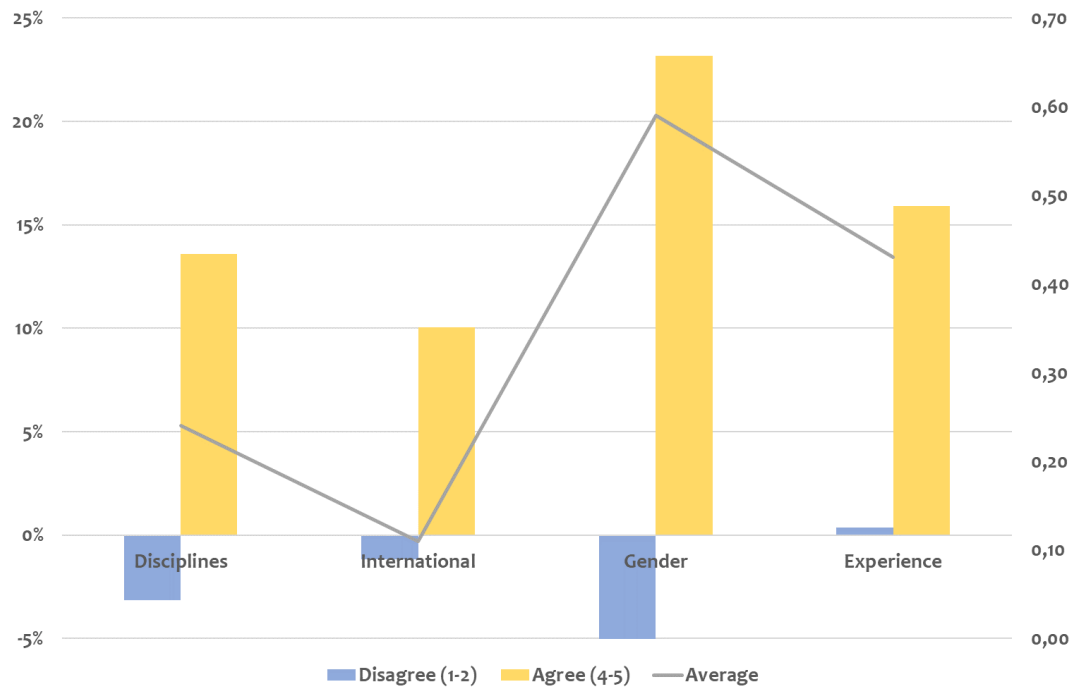
- R2: better evaluation of information about working conditions, explanations on the development of the process and publication in international media (about 20% more positive answers than in 2016).
- R4: better evaluation of indications about working conditions (24% higher) and process.

Figure 2. Results comparison: percentage differences in negative (disagree, blue) and positive (agree, yellow) answers between 2022 and 2016. Grey line: average difference between 2022 and 2016.

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

Global	Disciplines	International	Gender	Experience
Disagree (1-2)	33,51%	51,77%	15,01%	21,04%
Agree (4-5)	41,16%	23,16%	62,73%	58,18%
Average	3,05	2,49	3,78	3,62
R1	Disciplines	International	Gender	Experience
Disagree (1-2)	29,36%	40,38%	21,70%	19,63%
Agree (4-5)	44,95%	29,81%	50,00%	59,81%
Average	3,13	2,75	3,47	3,64
R2	Disciplines	International	Gender	Experience
Disagree (1-2)	32,47%	59,74%	14,29%	24,05%
Agree (4-5)	35,06%	22,08%	64,94%	55,70%
Average	2,97	2,30	3,77	3,58
R3	Disciplines	International	Gender	Experience
Disagree (1-2)	31,25%	43,59%	6,25%	15,85%
Agree (4-5)	51,25%	28,21%	78,75%	65,85%
Average	3,20	2,65	4,19	3,77
R4	Disciplines	International	Gender	Experience
Disagree (1-2)	39,82%	62,96%	15,45%	23,93%
Agree (4-5)	34,51%	13,89%	61,82%	52,99%
Average	2,93	2,24	3,79	3,51

**General evaluation for 2022.** In the items evaluation if the USC ensures that the selection committees for recruiting researchers take into consideration a series of issues (members of different disciplines, international experts, adequate gender balance and members with relevant experience). All the items except the inclusion of international experts get more positive than negative values for all the R-groups. It is also remarkable the high values of positive answers in gender balance.



**Comparison with 2016.** Significantly better evaluations are obtained for all the items (see Figure 3), compared with the results from 2016. This happens for the whole sample and for R2 and R3 groups. For R1, better values are observed for gender balance and members with relevant experience. For R4, the only issue where no significant differences are found corresponds with the inclusion of international experts.

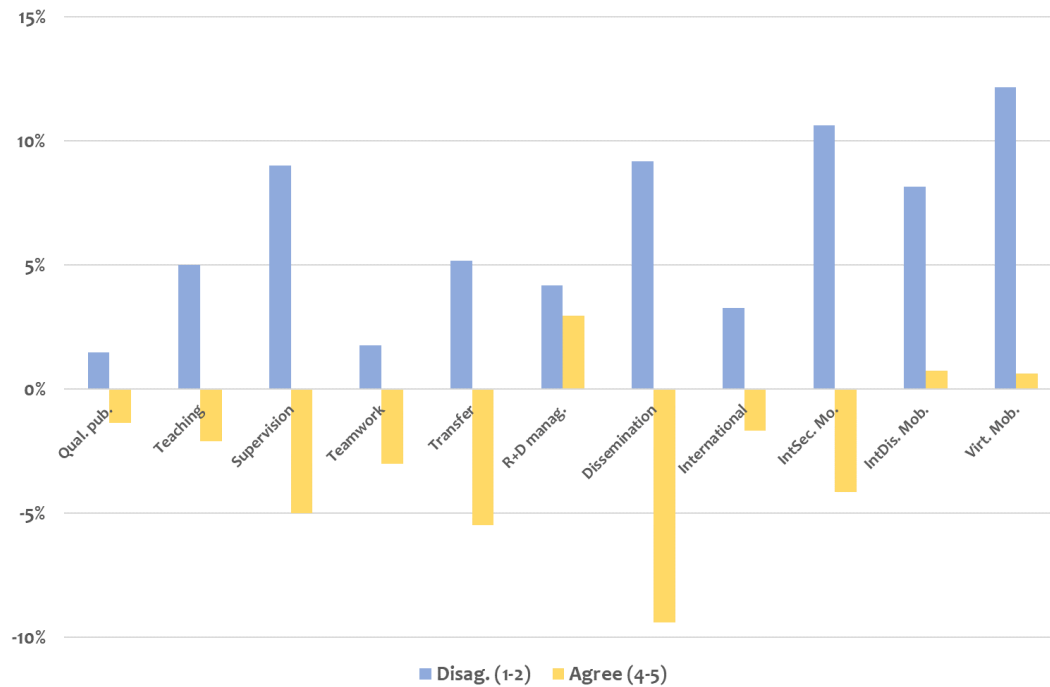
Figure 3. Results comparison: percentage differences in negative (disagree, blue) and positive (agree, yellow) answers between 2022 and 2016. Grey line: average difference between 2022 and 2016.

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)	4,96%	23,88%	20,15%	7,48%	11,97%	15,54%	15,71%	10,78%	26,14%	21,07%	24,94%
Agree (4-5)	84,62%	54,23%	50,77%	76,06%	67,33%	57,64%	62,59%	67,92%	42,89%	52,54%	45,24%
Average	4,32	3,50	3,46	4,10	3,83	3,61	3,73	3,86	3,24	3,45	3,28
R1	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disagree (1-2)	9,82%	19,82%	20,18%	6,14%	4,50%	10,09%	9,73%	18,35%	20,00%	14,81%	15,45%
Agree (4-5)	72,32%	54,05%	55,05%	80,70%	78,38%	69,72%	73,45%	56,88%	53,64%	60,19%	60,91%
Average	4,04	3,59	3,55	4,20	4,14	3,90	3,93	3,58	3,51	3,69	3,65
R2	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disag. (1-2)	7,32%	34,15%	23,46%	8,54%	18,29%	20,73%	17,28%	9,88%	31,25%	27,50%	26,92%
Agree (4-5)	86,59%	42,68%	46,91%	78,05%	57,32%	48,78%	50,62%	69,14%	40,00%	50,00%	38,46%
Average	4,29	3,18	3,42	4,13	3,56	3,38	3,57	3,93	3,14	3,35	3,21
R3	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disag. (1-2)	1,14%	15,91%	16,09%	9,30%	11,36%	11,36%	9,09%	10,23%	20,69%	19,32%	25,29%
Agree (4-5)	89,77%	71,59%	50,57%	72,09%	70,45%	57,95%	71,59%	69,32%	47,13%	57,95%	41,38%
Average	4,43	3,98	3,52	4,03	3,88	3,66	3,95	3,83	3,29	3,47	3,17
R4	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disag. (1-2)	1,65%	26,45%	20,87%	6,72%	15,00%	20,00%	25,21%	4,96%	32,48%	23,73%	32,46%
Agree (4-5)	90,91%	49,59%	49,57%	73,11%	61,67%	52,50%	53,78%	76,03%	31,62%	43,22%	37,72%
Average	4,52	3,31	3,37	4,03	3,68	3,48	3,48	4,08	3,03	3,27	3,05

**General evaluation for 2022.** Regarding the assessment of merits in the selection process, all the items in the list presented in the survey received higher percentages of agreements (rather than disagreement), with notable differences such as those found for “quality of publications”. Note also that percentages of agreement were larger than 50% in all the items except for intersectorial mobility and virtual mobility. A similar pattern is found for all the researchers’ groups, although some differences should be mentioned. For instance, 90,91% of R4 researchers answering the questionnaire consider that

quality of publications must be considered in the selection process, but they do not seem to have a clear opinion about intersectorial mobility, interdisciplinary mobility or virtual mobility. In these cases, percentages of negative, neutral (value 3) and positive answers are in all cases around one third.



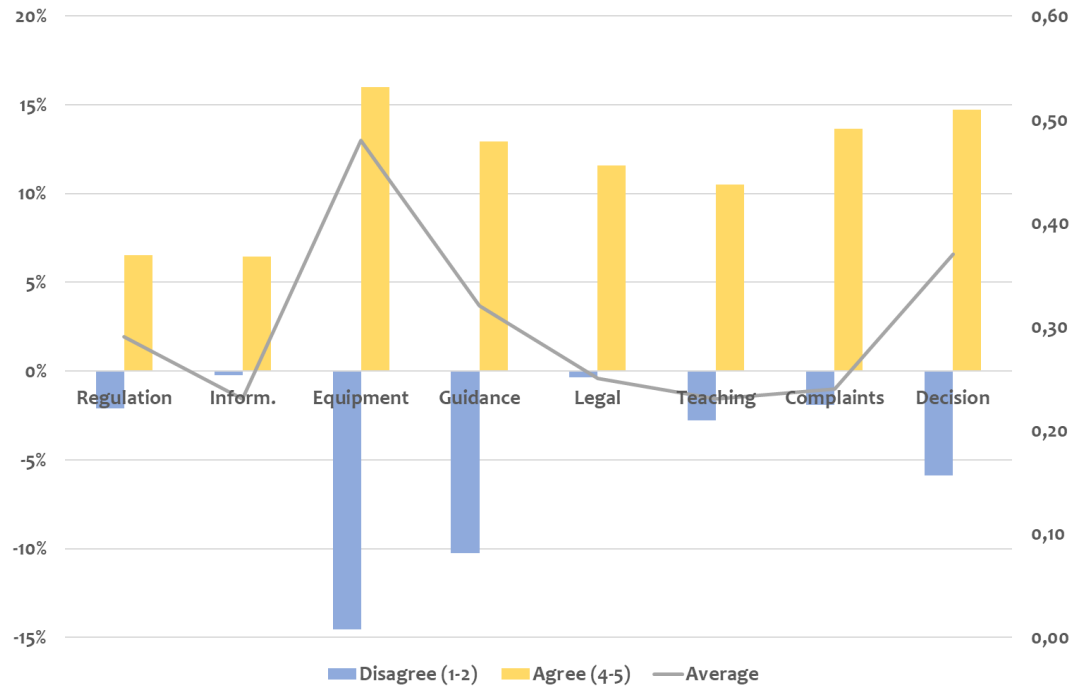
**Comparison with 2016.** There are almost no significant changes between the results in 2022 and the ones in 2016. Just significant differences are found for negative evaluations (disagreement) for mobility issues (intersectorial, interdisciplinary and virtual mobility), supervision and dissemination. On the other hand, there are also significant differences for positive values (agreement) for dissemination.

Figure 4. Results comparison: percentage differences in negative (disagree, blue) and positive (agree, yellow) answers between 2022 and 2016.

*Working conditions and Social Security. Rules concerning the protection of health and safety at work (health monitoring and risk prevention) and further issues.*

	Regulation	Inform.	Equipment	Guidance	Legal	Teaching	Complaints	Decision
<b>Disagree (1-2)</b>	10,18%	20,53%	17,07%	36,86%	19,57%	31,08%	32,19%	26,01%
<b>Agree (4-5)</b>	72,58%	61,58%	61,95%	43,00%	53,08%	47,87%	43,54%	50,25%
<b>Average</b>	3,99	3,66	3,65	3,03	3,52	3,22	3,13	3,38
<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>	11,21%	20,95%	19,83%	35,34%	19,05%	30,91%	33,33%	25,23%
<b>Agree (4-5)</b>	71,03%	60,95%	59,48%	47,41%	48,57%	52,73%	43,52%	45,95%
<b>Average</b>	3,91	3,60	3,57	3,13	3,49	3,35	3,14	3,36
<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>	9,09%	27,03%	14,63%	37,80%	20,27%	37,50%	41,89%	28,57%
<b>Agree (4-5)</b>	74,03%	55,41%	68,29%	35,37%	54,05%	46,25%	40,54%	45,45%
<b>Average</b>	4,06	3,53	3,78	2,85	3,57	3,05	2,91	3,14
<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>	7,23%	11,76%	14,61%	34,09%	14,63%	21,35%	21,69%	15,91%
<b>Agree (4-5)</b>	77,11%	72,94%	64,04%	53,41%	56,10%	55,06%	49,40%	63,64%
<b>Average</b>	4,10	3,94	3,73	3,27	3,61	3,46	3,36	3,74
<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>	12,07%	22,41%	17,89%	39,67%	23,21%	34,17%	32,46%	32,50%
<b>Agree (4-5)</b>	69,83%	57,76%	58,54%	36,36%	54,46%	39,17%	41,23%	47,50%
<b>Average</b>	3,93	3,60	3,57	2,89	3,46	3,04	3,11	3,28

**General evaluation for 2022.** For the items regarding social security and working conditions (see questionnaire for precise formulation), note that in all cases the percentage of positive evaluations is higher than the percentage of negative evaluations (more agreement than disagreement). This is generally the case for all the researchers' groups but it should be noticed that almost 40% of R4 researchers do not consider that the USC provides support and guidance in the scientific field for professional development and improving their skills and competences.



**Comparison with 2016.** Note that (see Figure 5) all the items receive (significantly) more positive answers than in 2016, except for regulation and information, where the percentages are similar to those in the previous survey. Note also that negative/positive evaluations regarding equipment (agreement with having the resources and equipment needed to develop research) and guidance for career development have decreased/increased significantly, indicating a clear improvement in these areas (but with room for improvement in the last one).

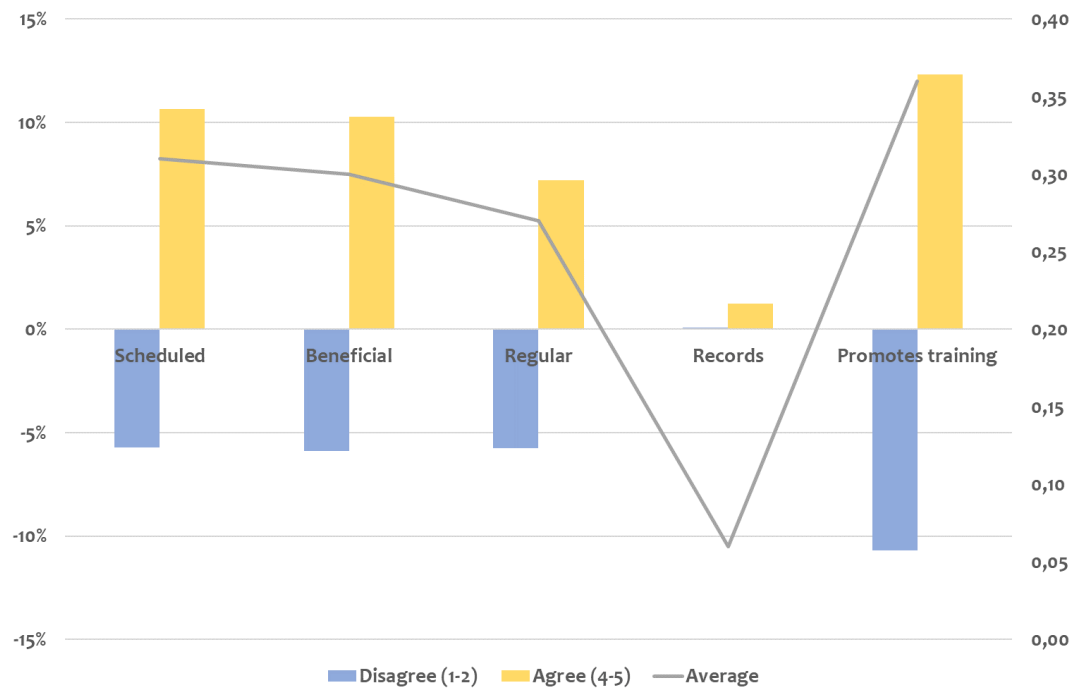
Figure 5. Results comparison: percentage differences in negative (disagree, blue) and positive (agree, yellow) answers between 2022 and 2016. Grey line: average difference between 2022 and 2016.



Training.

Global	Scheduled	Beneficial	Regular	Records	Promotes training
Disagree (1-2)	22,19%	20,75%	22,98%	27,39%	34,31%
Agree (4-5)	52,62%	52,00%	47,98%	44,44%	43,87%
Average	3,47	3,48	3,40	3,21	3,12
R1	Scheduled	Beneficial	Regular	Records	Promotes training
Disagree (1-2)	24,58%	22,88%	26,96%	28,32%	32,76%
Agree (4-5)	57,63%	57,63%	52,17%	50,44%	49,14%
Average	3,55	3,56	3,41	3,36	3,29
R2	Scheduled	Beneficial	Regular	Records	Promotes training
Disagree (1-2)	25,32%	22,78%	24,05%	24,00%	37,35%
Agree (4-5)	44,30%	43,04%	39,24%	38,67%	38,55%
Average	3,33	3,35	3,25	3,20	2,95
R3	Scheduled	Beneficial	Regular	Records	Promotes training
Disagree (1-2)	15,29%	14,12%	15,29%	19,28%	25,29%
Agree (4-5)	63,53%	58,82%	56,47%	53,01%	55,17%
Average	3,75	3,65	3,69	3,40	3,39
R4	Scheduled	Beneficial	Regular	Records	Promotes training
Disagree (1-2)	22,69%	22,03%	23,93%	34,48%	40,16%
Agree (4-5)	45,38%	47,46%	43,59%	36,21%	34,43%
Average	3,29	3,37	3,29	2,94	2,86

**General evaluation for 2022.** When asked about the relation between researchers in their training phase and their directors or tutors, percentages of positive answers are always larger than negative ones. This is the case for all researchers' groups, so trainers and trainees match in their impressions about these issues.



**Comparison with 2016.** Significant differences for positive answers are found when evaluating if USC promotes a scheduled and beneficial relation between researchers in their training phase and their directors. It is also worth noting that there are also significant differences (increasing positive and decreasing negative evaluations) when asking if USC promotes continuous training of researchers regardless of the stage of their career. By researchers' groups, there are also some remarkable issues:

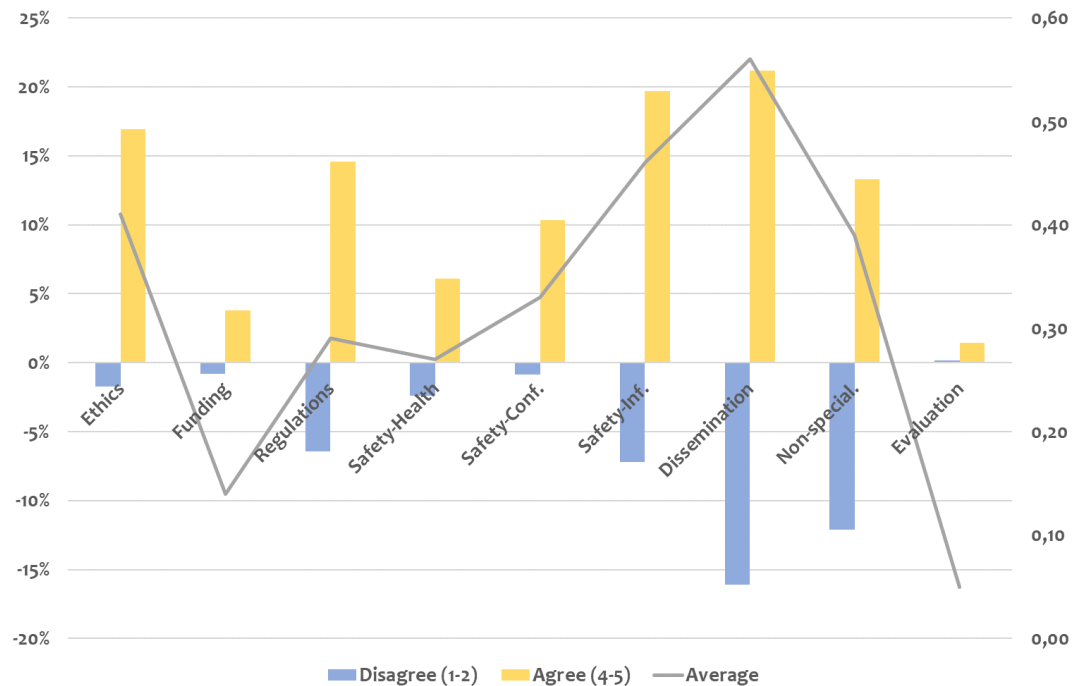
- R3 researchers increase (decrease) significantly positive (negative) evaluations of scheduled, beneficial and regular relationships.
- R3 and R4 researchers increase significantly positive evaluations when asked if USC promotes training.

Figure 6. Results comparison: percentage differences in negative (disagree, blue) and positive (agree, yellow) answers between 2022 and 2016. Grey line: average difference between 2022 and 2016.

Ethical and professional aspects.

Global	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	11,90%	25,73%	32,49%	8,96%	7,91%	19,07%	21,98%	32,42%	5,62%
Agree (4-5)	69,31%	52,67%	43,15%	75,37%	78,06%	59,54%	52,10%	39,15%	80,44%
Average	3,90	3,39	3,12	4,07	4,11	3,62	3,44	3,09	4,17
R1	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	12,50%	33,33%	39,29%	7,27%	8,57%	22,22%	25,00%	31,53%	8,62%
Agree (4-5)	70,54%	43,59%	39,29%	72,73%	80,95%	61,11%	50,89%	44,14%	85,34%
Average	3,88	3,11	3,00	4,02	4,10	3,63	3,39	3,17	4,20
R2	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	8,33%	32,93%	40,26%	3,70%	3,80%	19,74%	24,39%	37,04%	7,41%
Agree (4-5)	63,89%	47,56%	36,36%	81,48%	78,48%	56,58%	54,88%	39,51%	80,25%
Average	3,88	3,30	2,92	4,23	4,20	3,66	3,52	3,02	4,14
R3	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	12,05%	16,85%	22,73%	12,36%	6,90%	14,29%	13,79%	29,89%	4,49%
Agree (4-5)	78,31%	65,17%	53,41%	74,16%	80,46%	63,10%	55,17%	41,38%	73,03%
Average	4,06	3,65	3,41	4,08	4,18	3,69	3,55	3,16	4,01
R4	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	13,51%	20,16%	28,21%	11,48%	10,74%	19,17%	23,39%	31,97%	2,44%
Agree (4-5)	64,86%	55,65%	43,59%	74,59%	73,55%	57,50%	49,19%	32,79%	81,30%
Average	3,82	3,51	3,15	4,01	4,02	3,53	3,34	3,02	4,27

**General evaluation for 2022.** Regarding the items related to ethics and professional aspects, in the whole sample, all the items receive more positive than negative answers. By groups of researchers, all of them are in agreement with the global result except for R2 researchers: when asked if the USC keeps the researchers informed about the national, sectorial and institutional regulations that apply to the researchers' training and/or working conditions, the percentage of negative answers is slightly higher than the corresponding positive one.



**Comparison with 2016.** Significant increments in positive answers are found for all items except “funding” (the USC keeps me informed about funding mechanisms and their conditions), “safety-health” (research activity is developed in conditions of safety as it relates to safety and health) and “evaluation” (research performance should be revised and evaluated periodically), where results are similar to those obtained in 2016. By groups of researchers, some results deserve specific comments:

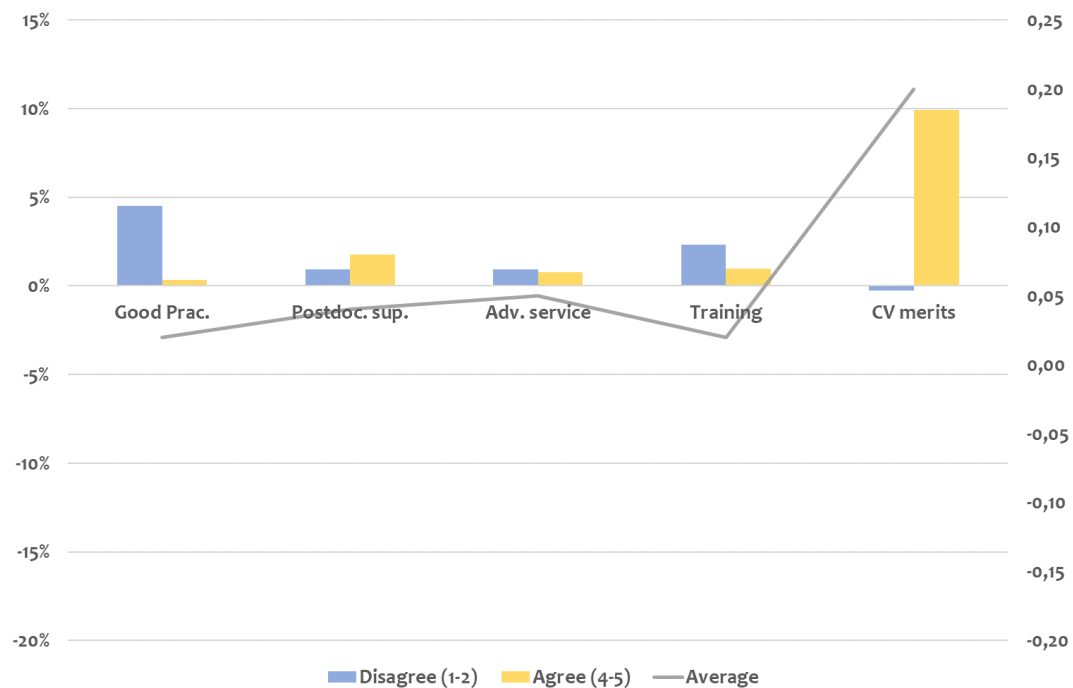
- All groups present significant increments in positive answers and significant reductions in negative answers for “dissemination”.
- Both R3 and R4 groups reduce significantly the percentage of negative answers for “non-specialized” (the USC facilitates that the results of research become known to a non-specialized public and society in general).

Figure 7. Results comparison: percentage differences in negative (disagree, blue) and positive (agree, yellow) answers between 2022 and 2016. Grey line: average difference between 2022 and 2016.

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)	8,91%	11,36%	4,90%	7,62%	5,75%
Agree (4-5)	79,70%	69,63%	87,01%	81,82%	83,75%
Average	4,13	3,85	4,36	4,19	4,21
R1	Good Prac.	Postdoc. sup.	Adv. service	Training	CV merits
Disagree (1-2)	6,09%	6,90%	1,69%	4,24%	4,27%
Agree (4-5)	85,22%	74,14%	94,07%	91,53%	88,89%
Average	4,30	4,09	4,58	4,45	4,44
R2	Good Prac.	Postdoc. sup.	Adv. service	Training	CV merits
Disagree (1-2)	9,76%	19,51%	7,41%	7,41%	4,94%
Agree (4-5)	74,39%	63,41%	86,42%	81,48%	81,48%
Average	4,00	3,60	4,37	4,25	4,17
R3	Good Prac.	Postdoc. sup.	Adv. service	Training	CV merits
Disagree (1-2)	6,98%	12,50%	6,82%	6,82%	7,06%
Agree (4-5)	81,40%	67,05%	84,09%	81,82%	81,18%
Average	4,19	3,81	4,22	4,10	4,05
R4	Good Prac.	Postdoc. sup.	Adv. service	Training	CV merits
Disagree (1-2)	12,40%	9,24%	4,96%	11,67%	6,84%
Agree (4-5)	76,86%	71,43%	82,64%	72,50%	82,05%
Average	4,02	3,84	4,24	3,98	4,10

**General evaluation for 2022.** For the whole sample, all items receive more positive than negative answers, and this is the case for all groups of researchers. The percentages of positive answers (which is always over 60% for all cases and all items) are the highest ones for all blocks of questions.



**Comparison with 2016.** Significant increments with respect to the results obtained in 2016 is just found for “CV merits” (consider relevant the access to an information systema about the curricular merits of researchers from the USC), for the whole sample and for R3 researchers. This item indicates that researchers consider relevant the access to an information system about the curricular merits of researchers from the USC.

Figure 8. Results comparison: percentage differences in negative (disagree, blue) and positive (agree, yellow) answers between 2022 and 2016. Grey line: average difference between 2022 and 2016.

**Results: fields of knowledge**

	<b>Arts and Humanities</b>	<b>Science</b>	<b>Health Science</b>	<b>Social Sciences and Law</b>	<b>Engineering and Architecture</b>
<b>Total</b>	<b>76</b>	<b>39</b>	<b>86</b>	<b>126</b>	<b>91</b>

A total of 418 researchers answered the survey. The table above collects the self-declared field of knowledge. Values for each field are provided in the final row. Results for all the blocks in the questionnaire will be detailed in what follows, and they will be also compared with those obtained for 2016 when differences seem to be remarkable.

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

Arts and Humanities	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	20,27%	25,68%	22,54%	24,29%	28,36%
Agree (4-5)	56,76%	59,46%	54,93%	52,86%	44,78%
Average	3,54	3,54	3,51	3,44	3,13
Sciences	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	23,08%	17,95%	18,42%	37,84%	44,12%
Agree (4-5)	61,54%	61,54%	63,16%	43,24%	38,24%
Average	3,62	3,72	3,68	3,11	2,88
Health Sciences	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	27,06%	22,22%	19,51%	30,86%	33,33%
Agree (4-5)	55,29%	58,02%	58,54%	50,62%	45,83%
Average	3,45	3,56	3,56	3,33	3,10
Social Sciences and Law	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	31,71%	33,61%	28,46%	38,71%	48,28%
Agree (4-5)	40,65%	34,43%	42,28%	37,10%	27,59%
Average	3,12	3,12	3,22	3,01	2,57
Engineering and Architecture	Clear	Open	Suited	Deadlines	International
Disagree (1-2)	20,93%	16,67%	11,90%	20,24%	22,78%
Agree (4-5)	65,12%	65,48%	63,10%	63,10%	53,16%
Average	3,66	3,77	3,69	3,60	3,56

Results by fields of knowledge follow a similar pattern to the one presented for global results. However, two issues should be noticed:

- Positive results from researchers from Social Sciences and Law are more than 10% lower than general results for all items. In addition, negative results for this group of researchers are (in all cases more than 6%) higher than global results.



- Researchers from Engineering and Architecture present degrees of agreement more than 10% higher than general results for all items. In this group, the percentage of negative evaluations is lower, for all items, than in the whole sample.

When results by fields of knowledge are compared with the ones obtained in 2016, it should be remarked that:

- Researchers from Arts and Humanities, Health Sciences and Engineering and Architecture give higher percentages of agreement (and lower percentages of disagreement) in all items. Same happens for researchers in Sciences except for the item regarding deadlines (processes for recruiting researchers are adequate in terms of deadlines).
- Researchers from Social Sciences and Law give lower percentages of agreement (decreasing in more than 5% with respect to 2016), except for the last item (recruitment processes are internationally comparable).

Recruitment. The USC publicizes its selection processes for researchers:

Arts and Humanities	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	24,66%	47,14%	20,00%	18,57%	20,59%	22,86%	14,71%	21,43%
Agree (4-5)	52,05%	40,00%	65,71%	62,86%	58,82%	54,29%	64,71%	54,29%
Average	3,40	2,79	3,73	3,73	3,63	3,49	3,75	3,47
Sciences	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	31,58%	52,94%	16,22%	18,42%	15,79%	24,32%	26,32%	30,56%
Agree (4-5)	60,53%	35,29%	70,27%	73,68%	71,05%	62,16%	65,79%	61,11%
Average	3,42	2,71	3,92	3,87	3,87	3,51	3,74	3,50
Health Sciences	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	34,57%	46,48%	16,46%	10,98%	16,05%	28,40%	16,25%	25,00%
Agree (4-5)	50,62%	26,76%	65,82%	65,85%	51,85%	51,85%	61,25%	50,00%
Average	3,35	2,58	3,78	3,94	3,57	3,35	3,76	3,44
Social Sciences and Law	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	31,15%	55,00%	17,65%	15,00%	17,89%	26,67%	20,66%	34,75%
Agree (4-5)	45,08%	21,00%	58,82%	58,33%	56,10%	43,33%	56,20%	44,92%
Average	3,20	2,48	3,71	3,70	3,59	3,30	3,59	3,25
Engineering and Architecture	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Disagree (1-2)	25,29%	33,33%	5,88%	7,14%	18,07%	23,81%	14,29%	19,51%
Agree (4-5)	60,92%	31,94%	78,82%	79,76%	63,86%	63,10%	67,86%	63,41%
Average	3,52	3,03	4,19	4,14	3,76	3,67	3,89	3,68

When asked how the USC publicizes the selection processes for researchers, in general there are not many differences from the global behavior, except for researchers from Social Sciences and Law: this group provides percentages of positive answers (agreement) which are lower than then global result for all items. On the contrary, researchers from Engineering and Architecture are more in agreement with the items than the whole sample.

Comparing the results with 2016, a clear improvement in agreement results (more than 10% in all items) is found for Engineering and Architecture. Researchers from Arts and Humanities also give better evaluations for all items (more than 10% for all items except for positions, knowledge and functions, where the differences are higher than 5%).

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)	35,29%	38,46%	18,46%	21,21%
Agree (4-5)	50,00%	35,38%	67,69%	59,09%
Average	3,13	2,86	3,74	3,53
Sciences	Disciplines	International	Gender	Experience
Disagree (1-2)	30,56%	62,86%	23,53%	18,92%
Agree (4-5)	50,00%	20,00%	61,76%	62,16%
Average	3,17	2,23	3,76	3,84
Health Sciences	Disciplines	International	Gender	Experience
Disagree (1-2)	34,72%	47,22%	10,96%	25,64%
Agree (4-5)	43,06%	30,56%	68,49%	61,54%
Average	3,04	2,58	3,92	3,72
Social Sciences and Law	Disciplines	International	Gender	Experience
Disagree (1-2)	43,70%	64,60%	16,24%	25,21%
Agree (4-5)	30,25%	13,27%	58,97%	52,10%
Average	2,77	2,14	3,66	3,42
Engineering and Architecture	Disciplines	International	Gender	Experience
Disagree (1-2)	17,86%	43,90%	10,71%	11,76%
Agree (4-5)	44,05%	21,95%	59,52%	61,18%
Average	3,35	2,68	3,87	3,76

There are no relevant differences with the results for the whole sample. The only noticeable result is the lower (higher) positive (negative) percentages of researchers from Social Sciences and Law for “disciplines” and “international”. In comparison with 2016, the percentage of positive evaluations (agreement) is higher in all items and for all fields of knowledge. In some cases, this increasing in positive evaluation is indeed remarkable. For instance, for the group or researchers from Arts and Humanities, the percentage of positive evaluations is more than 20% larger than in 2016, and for Health Sciences, these percentages are always more than 15% larger than in 2016.

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)	1,39%	16,90%	14,71%	5,71%	11,43%	7,14%	12,86%	4,29%	14,49%	14,29%	22,06%
Agree (4-5)	86,11%	69,01%	54,41%	71,43%	67,14%	55,71%	61,43%	67,14%	44,93%	58,57%	50,00%
Average	4,39	3,86	3,59	4,13	3,84	3,77	3,76	3,91	3,42	3,64	3,43
Sciences	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disagree (1-2)	8,33%	33,33%	18,92%	5,26%	10,53%	18,92%	18,42%	8,33%	31,58%	25,00%	32,43%
Agree (4-5)	83,33%	50,00%	45,95%	86,84%	63,16%	56,76%	57,89%	66,67%	36,84%	50,00%	40,54%
Average	4,39	3,33	3,49	4,34	3,84	3,59	3,63	3,92	3,05	3,31	3,00
Health Sciences	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disagree (1-2)	3,66%	23,17%	11,39%	3,66%	7,41%	13,75%	14,63%	14,81%	26,25%	21,52%	26,58%
Agree (4-5)	85,37%	47,56%	63,29%	82,93%	76,54%	70,00%	70,73%	66,67%	48,75%	55,70%	48,10%
Average	4,29	3,39	3,73	4,32	4,05	3,83	3,83	3,77	3,33	3,46	3,28
Social Sciences and Law	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Disagree (1-2)	5,65%	32,26%	25,41%	14,75%	19,35%	25,20%	21,95%	11,29%	38,33%	29,75%	29,66%
Agree (4-5)	85,48%	41,94%	45,08%	65,57%	58,06%	47,15%	52,85%	71,77%	30,00%	40,50%	32,20%
Average	4,34	3,19	3,26	3,77	3,56	3,26	3,52	3,93	2,91	3,18	3,00
Engineering and Architecture	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

As in the previous blocks, the results are similar to the ones obtained for the whole sample, except for researchers from Social Sciences and Law, where percentages of positive answers are, for all items, lower than the global result (more than 5% lower, and in some cases, more than 10%). Same comments apply for the comparison with the results in 2016: an improvement in positive answers is found for all areas, except for Social Sciences and Law.

*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.*

Arts and Humanities	Regulation	Inform.	Equipment	Guidance	Legal	Teaching	Complaints	Decision
Disagree (1-2)	15,38%	21,31%	13,70%	36,11%	26,56%	29,58%	31,88%	28,57%
Agree (4-5)	69,23%	63,93%	63,01%	45,83%	50,00%	45,07%	46,38%	51,43%
Average	3,88	3,66	3,60	3,06	3,36	3,20	3,10	3,33
Sciences	Regulation	Inform.	Equipment	Guidance	Legal	Teaching	Complaints	Decision
Disagree (1-2)	8,57%	18,92%	27,03%	42,11%	20,00%	44,44%	45,45%	28,57%
Agree (4-5)	82,86%	75,68%	59,46%	39,47%	54,29%	44,44%	45,45%	45,71%
Average	4,31	3,92	3,57	2,87	3,54	3,00	2,91	3,37
Health Sciences	Regulation	Inform.	Equipment	Guidance	Legal	Teaching	Complaints	Decision
Disagree (1-2)	12,20%	26,25%	27,06%	40,48%	19,74%	34,15%	31,17%	25,00%
Agree (4-5)	73,17%	52,50%	54,12%	40,48%	51,32%	46,34%	49,35%	52,50%
Average	3,93	3,44	3,41	2,94	3,51	3,23	3,23	3,45
Social Sciences and Law	Regulation	Inform.	Equipment	Guidance	Legal	Teaching	Complaints	Decision
Disagree (1-2)	11,86%	24,17%	17,60%	44,72%	18,97%	36,07%	39,13%	30,89%
Agree (4-5)	66,10%	55,00%	62,40%	32,52%	49,14%	40,16%	33,04%	42,28%
Average	3,82	3,53	3,69	2,76	3,47	2,93	2,91	3,15
Engineering and Architecture	Regulation	Inform.	Equipment	Guidance	Legal	Teaching	Complaints	Decision
Disagree (1-2)	2,41%	9,76%	5,56%	21,11%	14,63%	17,05%	18,82%	17,05%
Agree (4-5)	79,52%	71,95%	68,89%	58,89%	62,20%	63,64%	49,41%	60,23%
Average	4,23	3,96	3,88	3,54	3,72	3,72	3,45	3,68

Results by fields of knowledge are, in general, similar to those obtained for the whole sample. Researchers in Engineering and Architecture present more positive evaluations for “information”, “guidance” and “teaching” (more than 10% higher than the result for the whole sample), and a reduction of more than 10% in negative evaluations for all items except for “regulation” and “legal” (decreasing of negative evaluations is higher than 5%). In Social Sciences and Law, researchers present less positive evaluations for “guidance” and “complaints” (less than 10% with respect to the result for the whole sample) and

more negative evaluations are found for researchers in Sciences for items “teaching” and “complaints” (more than 10% of negative evaluations with respect to the result for the whole sample).

Comparing with the results in 2016, all items for all fields of knowledge receive more positive evaluations. For Engineering and Architecture, differences are higher than 10% with respect to 2016. Health Sciences and Arts and Humanities present also differences higher than 10% for almost all items.

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)	21,62%	21,62%	23,61%	34,25%	33,78%
Agree (4-5)	58,11%	52,70%	50,00%	47,95%	50,00%
<b>Average</b>	<b>3,57</b>	<b>3,49</b>	<b>3,44</b>	<b>3,16</b>	<b>3,15</b>
<b>Sciences</b>	<b>Scheduled</b>	<b>Beneficial</b>	<b>Regular</b>	<b>Records</b>	<b>Promotes training</b>
Disagree (1-2)	24,32%	22,22%	19,44%	20,59%	41,67%
Agree (4-5)	62,16%	58,33%	47,22%	35,29%	38,89%
<b>Average</b>	<b>3,65</b>	<b>3,53</b>	<b>3,47</b>	<b>3,18</b>	<b>2,94</b>
<b>Health Sciences</b>	<b>Scheduled</b>	<b>Beneficial</b>	<b>Regular</b>	<b>Records</b>	<b>Promotes training</b>
Disagree (1-2)	25,61%	22,89%	27,16%	29,11%	33,33%
Agree (4-5)	52,44%	51,81%	49,38%	49,37%	42,86%
<b>Average</b>	<b>3,38</b>	<b>3,42</b>	<b>3,27</b>	<b>3,18</b>	<b>3,14</b>
<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)	24,17%	23,53%	24,37%	29,31%	42,28%
Agree (4-5)	40,83%	42,86%	40,34%	31,90%	33,33%
<b>Average</b>	<b>3,25</b>	<b>3,30</b>	<b>3,29</b>	<b>3,02</b>	<b>2,81</b>
<b>Engineering and Architecture</b>	<b>Scheduled</b>	<b>Beneficial</b>	<b>Regular</b>	<b>Records</b>	<b>Promotes training</b>
Disagree (1-2)	15,91%	13,64%	18,18%	20,00%	21,98%
Agree (4-5)	60,23%	61,36%	55,68%	57,65%	56,04%
<b>Average</b>	<b>3,72</b>	<b>3,76</b>	<b>3,63</b>	<b>3,56</b>	<b>3,54</b>

When analyzing the degree of agreement with the different aspects of training (relationship between researchers in their training period and supervisors, and promotion of training by USC), results for Arts and Humanities, Sciences and Health Sciences differ in less than 5% from those in the whole sample. For Engineering and Architecture, in all items there are more than 5% (and 10% for “records” and “promotes training”) of positive evaluations, and less than 5% of negative evaluations for all the items. An opposite pattern is found for Social Sciences and Law, where all items receive less positive evaluations than for the whole sample.



When comparing results with 2016, the improvement in positive evaluations for Engineering and Architecture and Health Sciences (in all items) is more than 10% higher for all items except for “records” (where it is higher than 5%). It should be also noticed that researchers in Sciences give more than 20% of positive evaluations, with respect to 2016, to “scheduled” and “beneficial”.

Ethical and professional aspects.

Arts and Humanities	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	18,75%	24,32%	28,17%	15,71%	13,85%	21,21%	30,99%	43,06%	10,96%
Agree (4-5)	59,38%	51,35%	42,25%	65,71%	73,85%	56,06%	46,48%	37,50%	72,60%
Average	3,61	3,46	3,18	3,79	3,95	3,45	3,20	2,92	4,01
Sciences	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	19,35%	24,32%	37,14%	11,76%	12,12%	14,29%	25,00%	19,44%	5,41%
Agree (4-5)	64,52%	51,35%	42,86%	82,35%	81,82%	65,71%	58,33%	55,56%	81,08%
Average	3,77	3,49	3,11	4,35	4,21	3,86	3,33	3,39	4,24
Health Sciences	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	9,41%	27,06%	32,50%	9,41%	6,02%	24,05%	20,00%	30,12%	3,49%
Agree (4-5)	70,59%	56,47%	46,25%	77,65%	78,31%	56,96%	51,76%	42,17%	83,72%
Average	4,05	3,41	3,18	4,07	4,11	3,61	3,52	3,19	4,23
Social Sciences and Law	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	10,91%	28,00%	37,19%	8,13%	9,09%	21,19%	19,20%	33,61%	4,92%
Agree (4-5)	67,27%	48,00%	36,36%	73,17%	75,21%	56,78%	56,00%	33,61%	81,97%
Average	3,79	3,26	2,93	3,98	3,98	3,53	3,54	3,00	4,22
Engineering and Architecture	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Disagree (1-2)	7,95%	23,08%	27,59%	3,33%	2,22%	12,22%	19,32%	29,55%	4,40%
Agree (4-5)	79,55%	57,14%	50,57%	81,11%	83,33%	65,56%	48,86%	38,64%	81,32%
Average	4,16	3,44	3,29	4,31	4,38	3,78	3,45	3,15	4,12

No relevant differences are found when comparing the results by fields of knowledge with the ones obtained for the whole sample, except for three issues that should be mentioned. First, researchers from Sciences present a higher evaluation (and less negative answers) for the item regarding the facilitation by USC of the dissemination of scientific results to non-specialized audiences. However, researchers from Arts and Humanities give a lower percentage of positive answers. Comparisons with 2016 reflect an increase of positive evaluations (and decrease of negative evaluations) in almost all items for all fields of knowledge.

*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)	8,82%	6,94%	1,39%	4,17%	2,82%
Agree (4-5)	80,88%	69,44%	91,67%	86,11%	90,14%
<b>Average</b>	<b>4,13</b>	<b>3,96</b>	<b>4,54</b>	<b>4,32</b>	<b>4,30</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)	13,51%	13,51%	2,78%	13,89%	11,11%
Agree (4-5)	81,08%	64,86%	94,44%	80,56%	83,33%
<b>Average</b>	<b>4,14</b>	<b>3,81</b>	<b>4,50</b>	<b>4,11</b>	<b>4,17</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)	5,88%	11,90%	0,00%	2,38%	3,70%
Agree (4-5)	78,82%	71,43%	90,48%	84,52%	86,42%
<b>Average</b>	<b>4,25</b>	<b>3,85</b>	<b>4,54</b>	<b>4,36</b>	<b>4,30</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)	11,29%	13,82%	8,80%	14,52%	8,20%
Agree (4-5)	77,42%	67,48%	79,20%	72,58%	76,23%
<b>Average</b>	<b>3,96</b>	<b>3,72</b>	<b>4,06</b>	<b>3,88</b>	<b>3,98</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)	6,67%	10,11%	7,69%	3,30%	4,44%
Agree (4-5)	82,22%	73,03%	87,91%	89,01%	86,67%
<b>Average</b>	<b>4,26</b>	<b>3,98</b>	<b>4,40</b>	<b>4,41</b>	<b>4,37</b>

No relevant differences regarding the actions to improve researcher careers development (in compliance with the Chart & Code) are found by fields of knowledge with respect to the whole sample, nor when the comparison is done with results from 2016.

**Results: analysis by gender**

Recruitment.

No differences are found when comparing results by gender with the ones observed for the whole sample in 2022. However, when comparing results with 2016, there is an increment in positive answers for females in all items (larger than 10%).

		Clear	Open	Suited	Deadlines	International
Female	Disagree (1-2)	23,98%	25,60%	20,00%	29,27%	32,21%
	Agree (4-5)	56,14%	54,76%	53,94%	51,22%	42,28%
	Average	3,47	3,52	3,52	3,33	3,11
Male	Disagree (1-2)	26,72%	23,25%	20,96%	31,14%	38,14%
	Agree (4-5)	53,02%	52,19%	55,02%	46,93%	40,47%
	Average	3,41	3,48	3,48	3,26	2,96

		Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
Female	Disagree (1-2)	31,93%	48,97%	16,05%	12,80%	19,88%	27,16%	16,15%	25,00%
	Agree (4-5)	50,00%	28,97%	69,75%	68,90%	55,28%	53,09%	60,87%	55,00%
	Average	3,26	2,67	3,88	3,90	3,57	3,41	3,70	3,48
Male	Disagree (1-2)	27,71%	45,23%	14,29%	13,72%	16,23%	23,89%	19,03%	27,03%
	Agree (4-5)	54,55%	30,15%	64,73%	65,04%	61,40%	53,54%	63,72%	52,25%
	Average	3,44	2,72	3,83	3,85	3,72	3,48	3,77	3,44

No significant differences are found when comparing results by gender with the ones obtained in the whole sample. Nevertheless, results for women are more positive than the ones observed in 2016 for all items. For men, more positive answers (more than 5%) are found for all items except for “position”, “knowledge” and “functions”.

		Disciplines	International	Gender	Experience
Female	Disagree (1-2)	37,91%	53,74%	17,53%	25,16%
	Agree (4-5)	40,52%	21,77%	58,44%	53,46%
	Average	2,99	2,43	3,62	3,46
Male	Disagree (1-2)	31,08%	51,39%	13,49%	18,47%
	Agree (4-5)	42,34%	24,54%	66,05%	61,71%
	Average	3,09	2,51	3,89	3,73

		Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
Female	Disag.12	5,33%	23,67%	21,82%	2,37%	8,88%	11,98%	9,52%	8,38%	19,76%	17,47%	22,09%
	Agree45	81,07%	54,44%	49,70%	80,47%	68,05%	56,29%	61,90%	63,47%	49,70%	57,83%	49,69%
	Average	4,25	3,51	3,47	4,29	3,89	3,66	3,83	3,81	3,43	3,58	3,42
Male	Disag.12	4,78%	24,02%	18,83%	11,40%	14,04%	18,42%	20,09%	12,28%	30,49%	24,11%	27,03%
	Agree45	87,39%	54,59%	51,12%	72,81%	66,67%	58,33%	63,32%	71,93%	38,12%	48,66%	41,89%
	Average	4,38	3,51	3,47	3,96	3,79	3,57	3,67	3,90	3,12	3,35	3,18

In the first block, no differences are found with respect to the whole sample. When comparing results with 2016, more positive answers are found for both genders and in all items.

Working conditions and Social Security.

No relevant differences are found by gender. When comparing results with 2016 for women, increments in positive answers are over 10% for all items. For men, increments over 10% are also found for all items except for “regulation” and “information”.

		Regulation	Inform.	Equipment	Guidance	Legal	Teaching	Complaints	Decision
Female	Disagree (1-2)	11,18%	19,23%	13,29%	38,01%	20,65%	30,72%	33,96%	23,95%
	Agree (4-5)	72,05%	61,54%	61,27%	43,27%	50,32%	46,99%	39,62%	53,29%
	Average	3,94	3,66	3,63	3,02	3,46	3,20	3,05	3,49
Male	Disagree (1-2)	9,63%	21,36%	20,17%	35,78%	19,16%	31,00%	31,02%	27,11%
	Agree (4-5)	72,94%	61,82%	62,66%	42,67%	55,14%	48,91%	46,30%	48,44%
	Average	4,01	3,67	3,66	3,05	3,56	3,24	3,19	3,32

Training

No relevant differences are found by gender. For men, results compared with those in 2016 are more positive (more than 10% of positive answers than in 2016 for all items except for “records”). Women give more than 10% of positive answers, compared to 2016, to “scheduled” and “promotes training”.

		Scheduled	Beneficial	Regular	Records	Promotes training
Female	Disagree (1-2)	27,65%	25,73%	28,40%	32,34%	34,48%
	Agree (4-5)	49,41%	46,78%	43,79%	44,31%	44,25%
	Average	3,37	3,34	3,27	3,16	3,13
Male	Disagree (1-2)	18,06%	17,26%	18,83%	23,15%	33,04%
	Agree (4-5)	55,07%	55,75%	51,12%	44,91%	44,35%
	Average	3,56	3,58	3,51	3,27	3,13

Ethical and professional aspects

No differences by gender for 2022. When comparing results with 2016, there are more than 10% of positive answers for all items, except for “funding” and “evaluation” (and “safety-health”, just for men). In these cases, no relevant differences are found.

		Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
Female	<b>Disagree (1-2)</b>	10,56%	24,71%	33,53%	8,28%	7,19%	19,51%	24,85%	36,90%	6,29%
	<b>Agree (4-5)</b>	72,67%	53,45%	44,91%	75,15%	77,25%	56,71%	50,30%	36,31%	78,29%
	<b>Average</b>	3,99	3,40	3,16	4,04	4,10	3,54	3,39	2,98	4,15
Male	<b>Disagree (1-2)</b>	12,62%	26,50%	31,39%	9,17%	8,14%	18,55%	19,83%	29,26%	4,76%
	<b>Agree (4-5)</b>	67,29%	51,71%	41,70%	76,42%	79,19%	61,54%	53,02%	41,48%	82,25%
	<b>Average</b>	3,85	3,38	3,10	4,12	4,14	3,69	3,47	3,18	4,18

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

When asked about possible actions to improve research careers development, women give more positive answers than men (in some items, with differences or more than 10%), indicating that they consider more relevant to implement/maintain the different actions mentioned in the questionnaire. Regarding the comparison with 2016, just relevant differences are found for “CV merits” (more than 10% of positive answers for women and more than 5% for men).

		Good Prac.	Postdoc. sup.	Adv. service	Training	CV merits
Female	Disagree (1-2)	5,85%	7,65%	0,58%	2,35%	4,12%
	Agree (4-5)	87,13%	74,71%	94,74%	88,82%	90,00%
	Average	4,29	3,98	4,60	4,44	4,36
Male	Disagree (1-2)	10,87%	12,99%	7,73%	11,16%	7,08%
	Agree (4-5)	74,78%	66,67%	81,97%	77,25%	79,20%
	Average	4,03	3,79	4,20	4,03	4,09



## Results for R2

R2 researchers are a quite heterogeneous community, given that this group includes early-stage researchers (recent PhDs) with more consolidated ones. A division between these two groups (namely R2A and R2B) has been made. Specific results are provided below. For interpreting these results, note that the error margins for R2A and R2B are 12,58% and 14,28%, respectively (see Table 1).

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

	Clear	Open	Suited	Deadlines	International
<b>R2A</b>	Clear	Open	Suited	Deadlines	International
<b>Disagree (1-2)</b>	19,44%	25,00%	25,00%	25,00%	37,14%
<b>Agree (4-5)</b>	61,11%	61,11%	50,00%	52,78%	37,14%
<b>Average</b>	3,67	3,56	3,44	3,50	3,00
<b>R2B</b>	Clear	Open	Suited	Deadlines	International
<b>Disagree (1-2)</b>	25,55%	24,75%	21,11%	30,56%	35,87%
<b>Agree (4-5)</b>	53,81%	53,00%	54,27%	48,74%	40,76%
<b>Average</b>	3,43	3,48	3,48	3,29	3,02

Recruitment. The USC publicizes its selection processes for researchers:

	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
<b>R2A</b>	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
<b>Disagree (1-2)</b>	37,93%	45,54%	15,18%	12,17%	24,78%	33,63%	17,12%	32,73%
<b>Agree (4-5)</b>	43,97%	31,68%	61,61%	64,35%	49,56%	49,56%	58,56%	47,27%
<b>Average</b>	3,04	2,73	3,7	3,79	3,41	3,23	3,59	3,18
<b>R2B</b>	Advance	Int. media	Positions	Knowledge	Functions	Conditions	Criteria	Process
<b>Disagree (1-2)</b>	22,22%	48,48%	11,11%	11,11%	14,29%	25,00%	13,89%	22,22%
<b>Agree (4-5)</b>	63,89%	27,27%	66,67%	77,78%	65,71%	61,11%	75,00%	63,89%
<b>Average</b>	3,56	2,79	3,94	4,17	3,91	3,61	3,94	3,58

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

	Disciplines	International	Gender	Experience
<b>R2A</b>	<b>Disciplines</b>	<b>International</b>	<b>Gender</b>	<b>Experience</b>
<b>Disagree (1-2)</b>	28,57%	54,29%	11,76%	20,00%
<b>Agree (4-5)</b>	42,86%	28,57%	76,47%	60,00%
<b>Average</b>	3,23	2,51	4,09	3,71
<b>R2B</b>	<b>Disciplines</b>	<b>International</b>	<b>Gender</b>	<b>Experience</b>
<b>Disagree (1-2)</b>	33,51%	51,77%	15,01%	21,04%
<b>Agree (4-5)</b>	41,16%	23,16%	62,73%	58,18%
<b>Average</b>	3,05	2,49	3,78	3,62

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

	Qual. pub.	Teaching	Supervision	Teamwork	Transfer	R+D manag.	Dissemination	International	IntSec. Mo.	IntDis. Mob.	Virt. Mob.
<b>R2A</b>	<b>Qual. pub.</b>	<b>Teaching</b>	<b>Supervision</b>	<b>Teamwork</b>	<b>Transfer</b>	<b>R+D manag.</b>	<b>Dissemination</b>	<b>International</b>	<b>IntSec. Mo.</b>	<b>IntDis. Mob.</b>	<b>Virt. Mob.</b>
<b>Disag. (1-2)</b>	5,56%	30,56%	25,71%	2,78%	22,22%	22,22%	20,00%	8,57%	31,43%	25,71%	26,47%
<b>Agree (4-5)</b>	91,67%	58,33%	57,14%	80,56%	58,33%	52,78%	51,43%	68,57%	40,00%	51,43%	38,24%
<b>Average</b>	4,42	3,44	3,51	4,19	3,39	3,36	3,49	3,86	3,00	3,29	3,18
<b>R2B</b>	<b>Qual. pub.</b>	<b>Teaching</b>	<b>Supervision</b>	<b>Teamwork</b>	<b>Transfer</b>	<b>R+D manag.</b>	<b>Dissemination</b>	<b>International</b>	<b>IntSec. Mo.</b>	<b>IntDis. Mob.</b>	<b>Virt. Mob.</b>
<b>Disag. (1-2)</b>	4,96%	23,88%	20,15%	7,48%	11,97%	15,54%	15,71%	10,78%	26,14%	21,07%	24,94%
<b>Agree (4-5)</b>	84,62%	54,23%	50,77%	76,06%	67,33%	57,64%	62,59%	67,92%	42,89%	52,54%	45,24%
<b>Average</b>	4,32	3,50	3,46	4,10	3,83	3,61	3,73	3,86	3,24	3,45	3,28

Working conditions and Social Security. Rules concerning the protection of health and safety at work (health monitoring and risk prevention) and further issues.

	Regulation	Inform.	Equipment	Guidance	Legal	Teaching	Complaints	Decision
<b>R2A</b>	Regulation	Inform.	Equipment	Guidance	Legal	Teaching	Complaints	Decision
<b>Disagree (1-2)</b>	3,03%	15,63%	19,44%	27,03%	15,63%	31,43%	31,25%	20,59%
<b>Agree (4-5)</b>	75,76%	65,63%	61,11%	37,84%	59,38%	42,86%	53,13%	47,06%
<b>Average</b>	4,21	3,78	3,61	3,11	3,75	3,26	3,31	3,32
<b>R2B</b>	Regulation	Inform.	Equipment	Guidance	Legal	Teaching	Complaints	Decision
<b>Disagree (1-2)</b>	10,18%	20,53%	17,07%	36,86%	19,57%	31,08%	32,19%	26,01%
<b>Agree (4-5)</b>	72,58%	61,58%	61,95%	43,00%	53,08%	47,87%	43,54%	50,25%
<b>Average</b>	3,99	3,66	3,65	3,03	3,52	3,22	3,13	3,38

Training.

	Scheduled	Beneficial	Regular	Records	Promotes training
<b>R2</b>	Scheduled	Beneficial	Regular	Records	Promotes training
<b>Disagree (1-2)</b>	36,36%	31,82%	31,82%	31,71%	47,83%
<b>Agree (4-5)</b>	34,09%	36,36%	34,09%	26,83%	28,26%
<b>Average</b>	3,02	3,09	3,02	2,85	2,61
<b>R2</b>	Scheduled	Beneficial	Regular	Records	Promotes training
<b>Disagree (1-2)</b>	11,43%	11,43%	14,29%	14,71%	24,32%
<b>Agree (4-5)</b>	57,14%	51,43%	45,71%	52,94%	51,35%
<b>Average</b>	3,71	3,69	3,54	3,62	3,38

Ethical and professional aspects.

	Ethics	Funding	Regulations	Safety-Health	Safety-Conf.	Safety-Inf.	Dissemination	Non-special.	Evaluation
<b>R2</b>	<b>Ethics</b>	<b>Funding</b>	<b>Regulations</b>	<b>Safety-Health</b>	<b>Safety-Conf.</b>	<b>Safety-Inf.</b>	<b>Dissemination</b>	<b>Non-special.</b>	<b>Evaluation</b>
<b>Disagree (1-2)</b>	10,26%	39,13%	44,44%	6,67%	6,98%	25,00%	26,09%	47,83%	8,89%
<b>Agree (4-5)</b>	64,10%	39,13%	31,11%	75,56%	76,74%	57,50%	47,83%	30,43%	75,56%
<b>Average</b>	3,79	3,04	2,73	4,04	4,07	3,58	3,33	2,74	4,07
<b>R2</b>	<b>Ethics</b>	<b>Funding</b>	<b>Regulations</b>	<b>Safety-Health</b>	<b>Safety-Conf.</b>	<b>Safety-Inf.</b>	<b>Dissemination</b>	<b>Non-special.</b>	<b>Evaluation</b>
<b>Disagree (1-2)</b>	6,06%	25,00%	34,38%	0,00%	0,00%	13,89%	22,22%	22,86%	5,56%
<b>Agree (4-5)</b>	63,64%	58,33%	43,75%	88,89%	80,56%	55,56%	63,89%	51,43%	86,11%
<b>Average</b>	3,97	3,64	3,19	4,47	4,36	3,75	3,78	3,40	4,22

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

	Good Prac.	Postdoc. sup.	Adv. service	Training	CV merits
<b>R2A</b>	<b>Good Prac.</b>	<b>Postdoc. sup.</b>	<b>Adv. service</b>	<b>Training</b>	<b>CV merits</b>
<b>Disagree (1-2)</b>	15,22%	26,09%	8,89%	4,44%	6,67%
<b>Agree (4-5)</b>	71,74%	63,04%	86,67%	82,22%	77,78%
<b>Average</b>	3,87	3,46	4,38	4,33	4,11
<b>R2B</b>	<b>Good Prac.</b>	<b>Postdoc. sup.</b>	<b>Adv. service</b>	<b>Training</b>	<b>CV merits</b>
<b>Disagree (1-2)</b>	2,78%	11,11%	5,56%	11,11%	2,78%
<b>Agree (4-5)</b>	77,78%	63,89%	86,11%	80,56%	86,11%
<b>Average</b>	4,17	3,78	4,36	4,14	4,25

**Results: a summary**

**In general, results are positive and better than the ones obtained in 2016.** We have focused on the analysis of percentages of positive and negative answers, which jointly with the comparison with 2016, allows us to identify some successful areas and some improvement opportunities. Some considerations about results by fields of knowledge and gender will be also provided.

For the different blocks of the questionnaire, we provide a summary highlighting the most remarkable results, with special attention to those areas where some improvements should be made. The actions within the HRS4R Action Plan for 2022-2025 that could potentially lead to an improvement of the different issues detected are also identified. These actions will be specified referring to their number, and in parenthesis, the corresponding priority (from P1 to P7). Note that numbers to actions in the new Action Plan have been assigned following the numbering of the previous plan.

**ON THE CHARACTERISTICS OF THE SELECTION PROCESSES**

... although there is a significant improvement with respect to 2016, recruitment procedures are not considered yet as internationally comparable by the whole sample of researchers.

HRS4R AP 2022-2025	A67 (P2) A49 (P2)
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**ON THE DISSEMINATION OF THE SELECTION PROCESSES**

... although there is a significant improvement with respect to 2016, recruitment procedures are not properly disseminated in the international media.

HRS4R AP 2022-2025	A67 (P2), A49 (P2)
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**ON THE COMPOSITION OF THE SELECTION COMMITTEES**

... selection committees, in general, do not have members from different disciplines nor international experts, although results are significantly better than in 2016. Note that some regulations for accessing the academic career (specially in the case of public servant positions) limit the inclusion of international experts in certain committees. Nevertheless, the university can regulate the inclusion of women in committees, as it has been done in the gender equality plan, and results in this item are significantly better compared to 2016.

HRS4R AP 2022-2025	A67 (P2) A50 (P2)
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### 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 international experience, knowledge transfer and dissemination of science (although this item is less valued than in 2016).

HRS4R AP 2022-2025	A67 (P2)
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### ON HEALTH STANDARDS AND SAFETY AT WORK

... the USC complies with health standards and safety at work, with significant improvements with respect to 2016.

HRS4R AP 2022-2025	A10 (P4) A20 (P5)
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### 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, as in 2016. But in all these items there were significant improvements with respect to 2016.

HRS4R AP 2022-2025	A10 (P4) A19 (P4) A56 (P4)
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### 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 for all groups, with some significant improvements with respect to 2016.

HRS4R AP 2022-2025	A33 (P5) A59 (P5) A61 (P5)
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### ON CONTINUOUS TRAINING

... more than 40% of the sample consider that the USC encourages continuous training of researchers (a significant improvement with respect to 2016).

HRS4R AP 2022-2025	A33 (P5) A60 (P5)
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### ON ETHICAL AND PROFESSIONAL ASPECTS

... there is a high level of agreement on the ethical and professional aspects, although there is some room for improvement on how the USC keeps the researchers informed about funding mechanisms available and how the USC facilitates that the research results become known to a non-specialized public and society in general.

HRS4R AP 2022-2025

A10 (P2), A53 (P4), A57 (P5)

### 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) development of an information system on curricular merits; (3) establishment of a training program on transversal competences, (4) development of a Code of Good Practices in Research, (5) and of a system of supervision of the postdoctoral research staff. Regarding (2), the USC has launched the Research Portal, which includes this information.

HRS4R AP 2022-2025

A53 (P2), A32 (P5)

### ON THE RESULTS BY GENDER

... results for female researchers present significant improvements from the values obtained in 2016, with no relevant differences with male researchers in most of the items. Nevertheless, the university will implement its IV PEIOHM (Plan of Equality between Men and Women), including specific actions for fostering equality between men and women.

HRS4R AP 2022-2025

A44 (P1)  
A54 (P4)  
A55 (P4)

### ON THE RESULTS BY FIELDS OF KNOWLEDGE

... as a general impression, researchers from Social Sciences and Law are apparently less satisfied than researchers from other areas, in all the blocks of the questionnaire. In principle, these results may indicate that specific actions could be taken for this group, but a deep analysis of the possible causes reveals other possible causes. Specifically, principal investigators (roughly R3 and R4) that could be classified in Social Sciences and Law represent 30.05% of the principal investigators at the university. However, their experience in recruiting/hiring research personnel is quite limited: for the ten-years period from 2009 until 2018, just 7.6% of the recruited researchers at the university belong to Social Sciences and Law. Hence, their experience with recruitment procedures is quite limited. Apart from this fact, it should be also noticed that an important change in the Spanish labor market

regulation had just happened before the survey was conducted, with a great impact in the university. We consider that these issues may explain the low results obtained for this field. As an improvement proposal for the next survey, a filter question regarding experience in recruitment process will be included, in order to evaluate just informed answers.



### 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.	Totalmente en desacordo	1	2	3	4	5	Totalmente de acordo

	Indicating the functions to be performed.	en desacordo								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 knowledge dissemination.	Totalmente en desacordo	1	2	3	4	5	Totalmente 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

**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.

**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	1	2	3	4	5	Totalmente de acordo

desacordo						
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**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 informáme 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 miña carreira investigadora o acceso a un sistema de información sobre méritos 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