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# Survey C&C

HRS4R

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## 1. SURVEY AND SAMPLE

Presently 1718 researchers work at the Institution. The survey that evaluates the implementation of the 40 criteria at the URJC was sent to all these researchers. From the 1718 researchers, 659 answered the complete survey (38,35 %). The distribution of the population of the sample universe and the answers received are presented in Table 1.

Table 1. Overall Survey Results

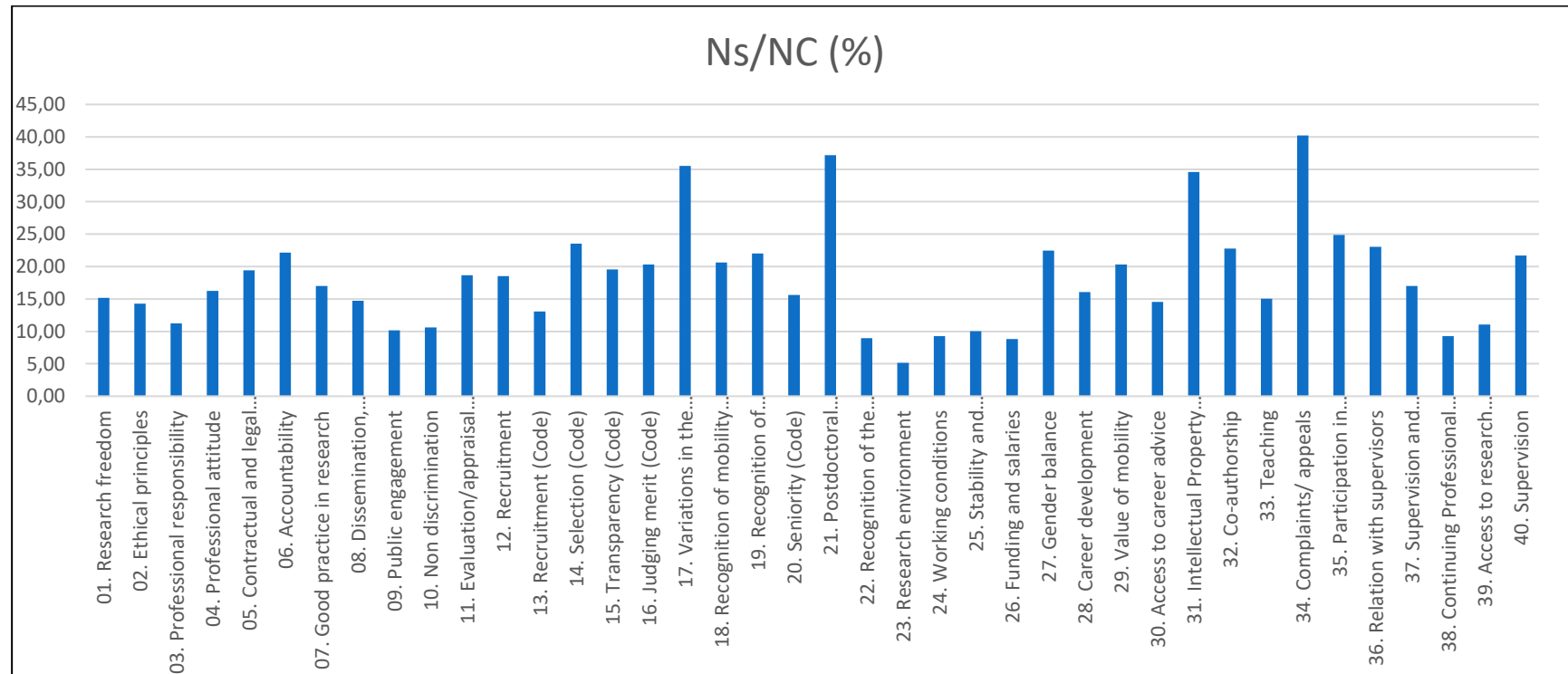
	Universe	%	Sample	% Sample	% Universe
<b>Female</b>	890	51,80	326	49,47	36,63
<b>Male</b>	828	48,20	333	50,53	40,22
<b>R1</b>	229	13,33	55	8,35	24,02
<b>R2</b>	56	3,26	23	3,49	41,07
<b>R3</b>	480	27,94	193	29,29	40,21
<b>R4</b>	953	55,47	388	58,88	40,71
<b>Arts &amp; Humanities</b>	367	21,36	136	20,64	37,06
<b>Sciences</b>	216	12,57	80	12,14	37,04
<b>Health sciences</b>	166	9,66	69	10,47	41,57
<b>Social and Law sciences</b>	520	30,27	203	30,80	39,04
<b>Engineering &amp; Architecture</b>	449	26,14	171	25,95	38,08
<b>TOTAL</b>	<b>1718</b>		<b>659</b>		<b>38.35</b>

The percentages of participation in the survey were coherent with the sample universe. The views of the different professional profiles and genders were expressed in the survey and considered for the identification of the actual gaps.

## 2. PERCEPTION OF THE RESULTS OF IMPLEMENTATION OF THE C&C CRITERIA

The survey included the possibility for the respondent to answer their awareness of the implementation of the criterion. During the analysis of the survey, it was clear that a significant number of participants were unaware of the degree of implementation of some of the following criteria at the Institution: : 34. Complaints/ appeals. 21. Postdoctoral appointments (Code), 17. Variations in the chronological order of CVs (Code), 31. Intellectual Property Rights.

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



### 3. RESULTS OF THE SURVEY

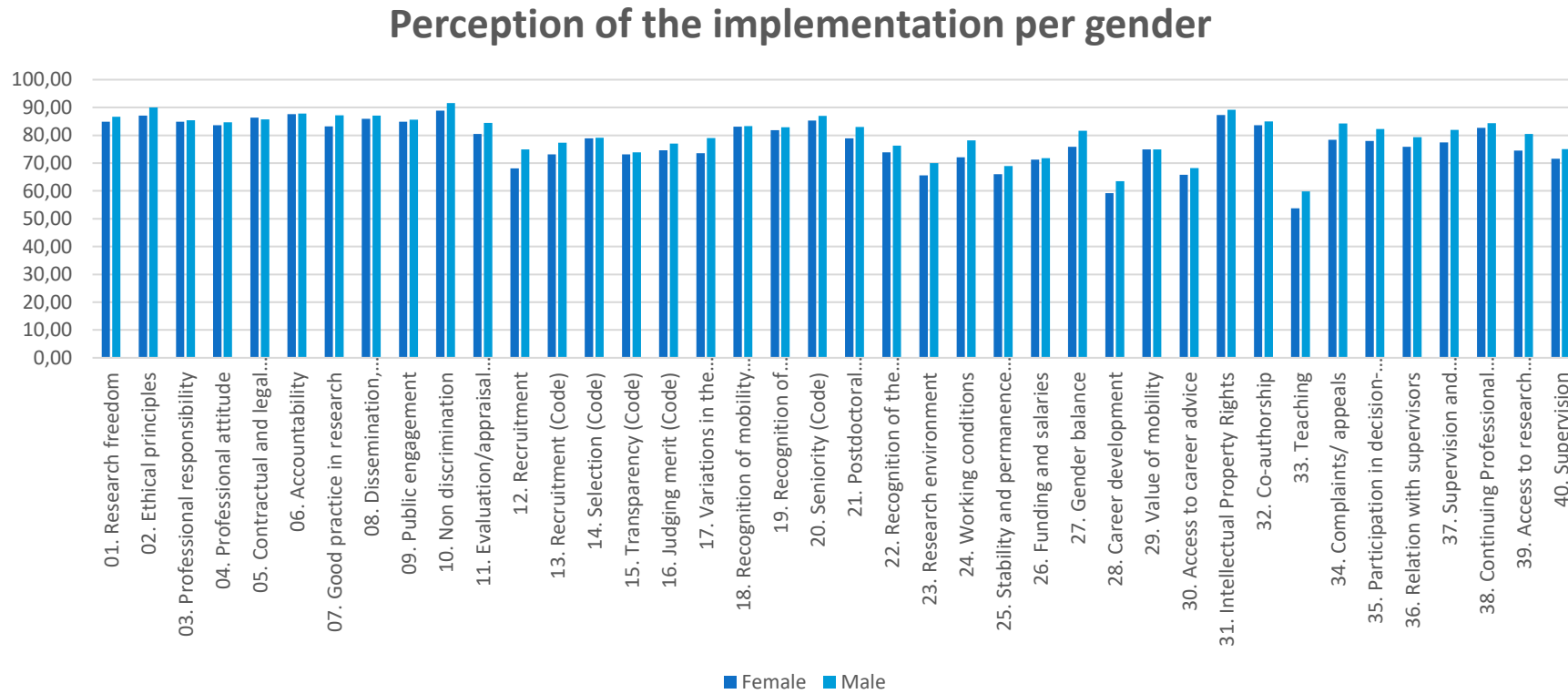
To represent graphically the perception of the relevance and the degree of implementation of the C&C principles obtained in the survey, the qualitative estimations were transformed into quantitative values using the following algorithms:

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

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

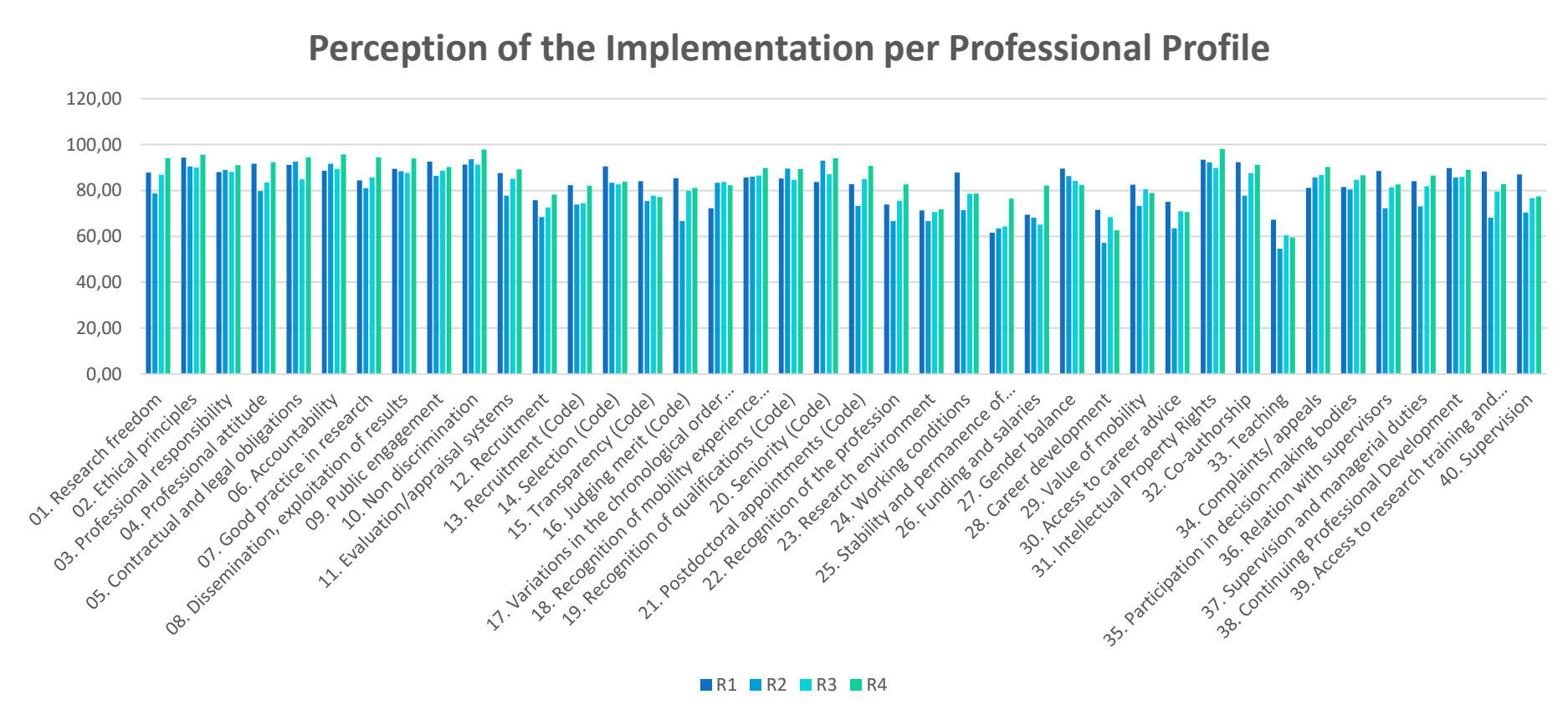
An analysis of the results obtained by applying these algorithms to the different segmentations of the survey sample is presented, in comparison with the consolidated results of all the researchers.

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,

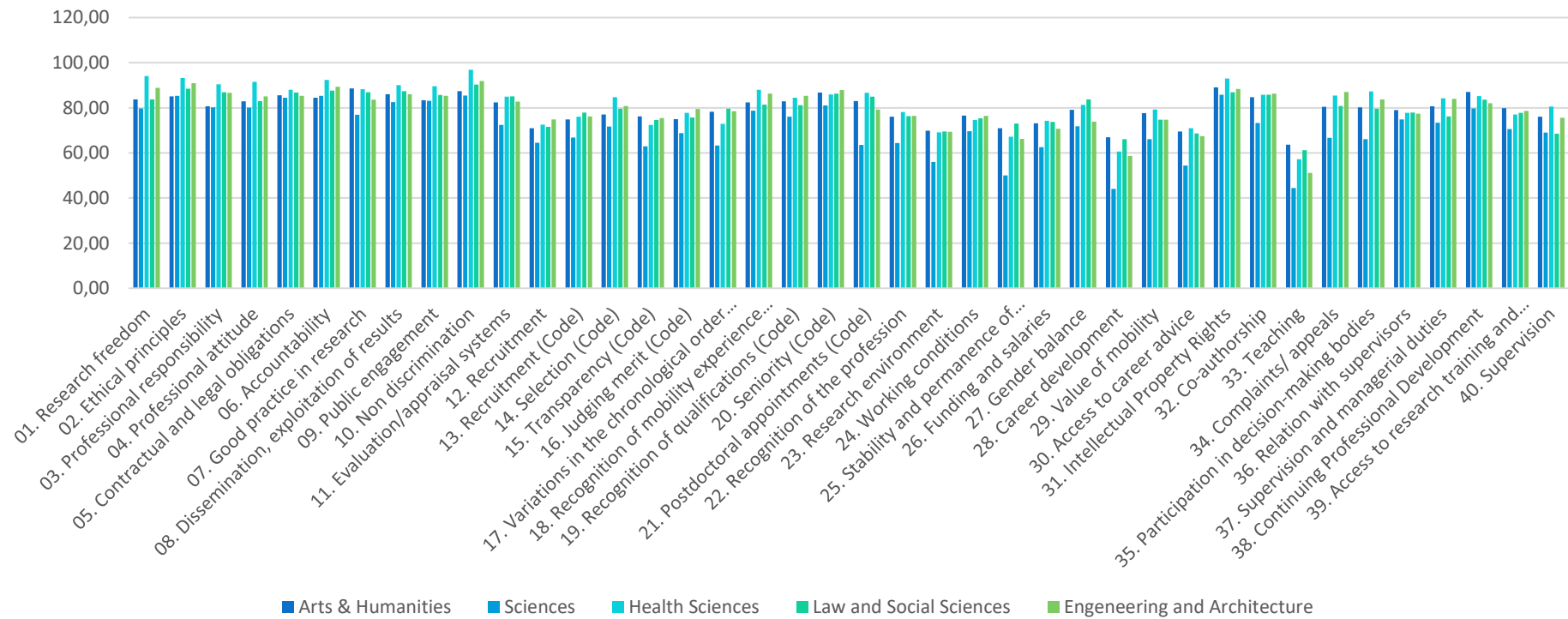
Figure 3. PERCEPTION OF THE IMPLEMENTATION OF THE CRITERIA BY PROFESSIONAL PROFILE



Main differences were found in principles that affects to aspects that were especially sensitive to determined profiles. Recruiting and professional career are considered less implemented by R2 researchers. In general terms, R4 researchers consider that the principles are more implanted than the remaining professional profiles..

FIGURE 4. PERCEPTION OF THE IMPLEMENTATION OF THE CRITERIA PER RESEARCH AREA.

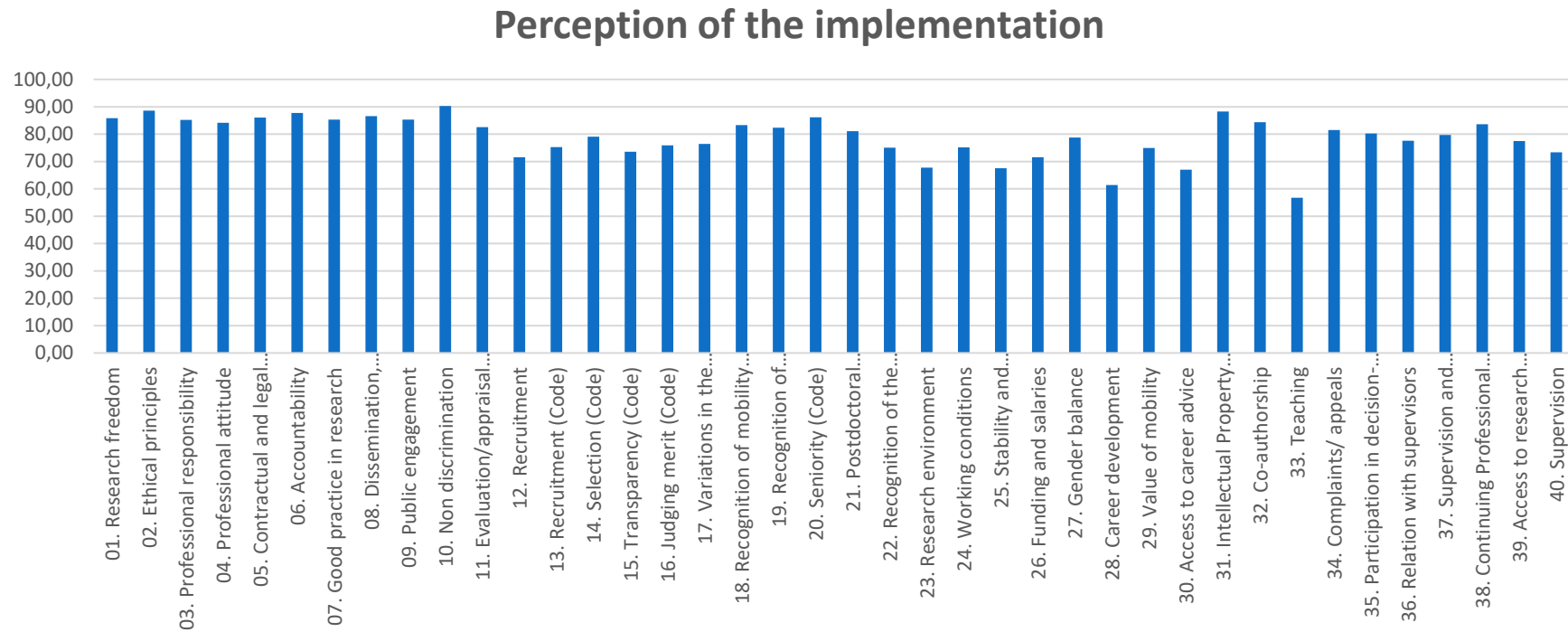
## Perception of the implementation per Area of Research



There are no relevant differences, in general terms, researchers working in Sciences perceive that the principles related with Recruiting and professional career are less implemented.



Figure 3. PERCEPTION OF THE IMPLEMENTATION OF THE PRINCIPLES (CONSOLIDATED SAMPLE)



The principles that are perceived as less implemented are: 33. Teaching, 28. Career development, 30. Access to career advice, 25. Stability and permanence of employment and 23. Research environment.

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 (%)
33. Teaching	56,72
28. Career development	61,36
30. Access to career advice	67,02
25. Stability and permanence of employment	67,51
23. Research environment	67,79
26. Funding and salaries	71,55
12. Recruitment	71,57
40. Supervision	73,32
15. Transparency (Code)	73,52
29. Value of mobility	74,92

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

**TABLE 3. HIGHEST LEVEL OF IMPLEMENTATION**

Principle	Ranking (%)
10. Non discrimination	90,27
02. Ethical principles	88,55
31. Intellectual Property Rights	88,24
06. Accountability	87,72
08. Dissemination, exploitation of results	86,54
20. Seniority (Code)	86,15
05. Contractual and legal obligations	86,00
01. Research freedom	85,78
07. Good practice in research	85,25
09. Public engagement	85,25

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