



Università Ca' Foscari Venezia

HRS4R

A HUMAN RESOURCES STRATEGY FOR RESEARCHERS

Practical application of the principals of the European Charter for researchers
and the Code of Conduct for Recruitment

INTERNAL SURVEY

*November – December
2015*

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The Survey

29 question grouped into four Topics

Topics:

1. Open recruitment and portability of grants
2. Meeting the social security and supplementary pensions needs of mobile researchers
3. Attractive employment and working conditions
4. Enhancing training, skills and experience of European researchers

The Question:

Topic 1 - Open recruitment and portability of grants

Selection

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained.

(1 = disagree, 2 = moderately disagree, 3 = moderately agree, 4 = fully agree, 0 = don't know)

Content and transparency of the announcements (calls), selection and method for the evaluation of candidates	1	2	3	4	0	Please, select 3 answers
1.1 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised nationally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
1.2 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised internationally (e.g. by the EURAXESS portal)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
1.3 The required skills are clearly stated to encourage the widest participation of potential pertinent candidates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
1.4 At the end of selection process, candidates are always adequately informed by the selection committees, at the end of the selection process, about weaknesses and strengths of their candidature	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
1.5 The Research Institution makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, is properly considered by the selection committees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
1.6 Selection criteria, working conditions and rights - including career prospects - competencies and skills required by candidates are adequately described in the calls	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
1.7 Selection committees usually include members from other countries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
1.8 Selection committees usually include members from outside the university system (e.g. private companies, public research institutions)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
1.9 Selection committees are always gender balanced	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>

Tab. 1

Topic 2 - Meeting the social security and supplementary pensions needs of mobile researchers

Stability and permanence of employment

Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the EU Directive on Fixed-Term Work.

*The term 'financing' will be used as elsewhere provided for in the European Charter for Researchers (Section 3 - Definitions) and it refers to all those bodies which provide funding, (including stipends, awards, grants and fellowships) to research institutions public and private, including higher education institutions.

(1 = disagree, 2 = moderately disagree, 3 = moderately agree, 4 = fully agree, 0 = don't know)

Stability and permanence of employment, social security	1	2	3	4	0	Please, select 3 answers
2.1 Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or temporary)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
2.2 Researchers benefit adequate social security including sickness, parental benefits and pension rights according to existing national legislation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
2.3 Research Institution facilitates the access for the existing information on researchers social security rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
2.4 Research Institution encourages its member State to adopt pan-EU pension schemes addressed to researchers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
2.5 Efforts are made for the provision of information specifically addressing researchers on the issue of supplementary pension rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
2.6 Compliance with national or sectional regulations on health and safety is ensured	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>

Tab. 2

Topic 3 - Attractive employment and working conditions

Recognition of the profession

All researchers engaged in a research career should be recognised as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

Non-discrimination

Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

Research environment

Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme.

(1 = disagree, 2 = moderately disagree, 3 = moderately agree, 4 = fully agree, 0 = don't know)

Professional recognition; non-discrimination; research environment	1	2	3	4	0	Please, select 3 answers
3.1 Sufficient attention is paid to avoid discrimination on the basis of gender, age, ethnic origin - national or social - religion or belief, sexual orientation, language, disability, political opinions, and social/economic conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
3.2 Autonomy and creativity of all researchers, including the early stage & early career researchers, are actively promoted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
3.3 Gender balance (equal opportunity) is actively searched for at all levels of staff, including those whose duties include supervision and management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
3.4 Research Institution departments provide a stimulating, pleasant to work-in environment, supporting research activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
3.5 Researcher's participation in the Research Institution bodies/boards, including those involved in decision-making and communication activities, is guaranteed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
3.6 Complaints/appeals of researchers and the conflicts between supervisors and early career researchers are fairly and efficiently handled	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
3.7 An effective evaluation of the professional activities (research, teaching) of all researchers is regularly performed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
3.8 Teaching duties do not prevent researchers, especially at the beginning of their career, from performing their research activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
3.9 Sufficient, specific measures are in place to encourage both women and men to combine family and work, children and career (eg part-time, tele-working, sabbatical leaves, nurseries, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>

Tab. 3

Topic 4 - Enhancing training, skills and experience of European researchers

Access to research training and continuous development

Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, take up and effectiveness in improving competencies, skills and employability.

(1 = disagree, 2 = moderately disagree, 3 = moderately agree, 4 = fully agree, 0 = don't know)

Professional development - Plans for training and mobility - Mentoring and/or supervision - Teaching	1	2	3	4	0	Please, select 3 answers
4.1 Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
4.2 Possibility for researchers to experience geographical, inter-and trans-disciplinary mobility, and also the intersectoral mobility between public and private sectors is guaranteed and actively promoted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
4.3 Proper plans for increasing researchers' skills and competence, needed for their career progression, are regularly designed by the Research Institution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
4.4 Mentors and/or supervisors are identified as persons to whom researchers, in the early stage of their career, can refer for carrying out their professional duties and for providing support and guidance for their cultural and professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
4.5 Training plans are elaborated as well to improve mentoring competencies, informing senior researchers on this opportunity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>

Tab. 4

Sample: sample size and characteristics

Sample by role

Role	asked to fill	% of total
Research Fellows	259	21,35
Associate Professors	226	18,63
Short-term Research Fellows	20	1,65
PhD Students	366	30,17
Full Professors	130	10,72
Technical staff	33	2,72
Temporary researchers	41	3,38
Permanent researchers	104	8,57
Visiting Professors	8	0,66
Visiting Researchers	26	2,14
TOTAL	1.213	100

Tab. 5

Sample by role and gender

description of the roles	Gender		TOTAL
	F	M	
Research Fellows	143	116	259
Associate Professors	84	142	226
Short-term Research Fellows	12	8	20
PhD Student	202	164	366
Full Professors	32	98	130
Technical staff	13	20	33
Temporary researchers	23	18	41
Permanent researchers	52	52	104
Visiting Professors	6	2	8
Visiting Researchers	7	19	26
TOTAL	574	639	1.213

Tab. 6

Sample by gender and age range

Age range	F	M	TOTAL
until 30 year	165	132	297
31 - 40	197	188	385
41 - 50	104	114	218
51 - 60	74	115	189
Over 60	34	90	124
TOTAL	574	639	1.213

Tab. 7

Sample by role and average age

Description of the roles	average age		global average age
	F	M	
Research Fellows	35,36	35,24	35,31
Associate Professors	52,08	52,54	52,37
Short-term Research Fellows	29,92	28,63	29,40
PhD Student	30,63	30,60	30,62
Full Professors	60,31	60,20	60,23
Technical staff	51,08	47,50	48,91
Temporary researchers	40,00	37,83	39,05
Permanent researchers	46,65	47,87	47,26
Visiting Professors	50,00	54,00	51,00
Visiting Researchers	40,71	42,42	41,96
TOTAL	39,20	43,40	41,41

Tab. 8

Respondents to the questionnaire: sample size, characteristics and coverage rate

(according to what declared in the questionnaire)

Completed questionnaires, partial and missed		
	Sample size	% of Population
Completed questionnaires	377	31,08
Partial questionnaires	196	16,16
Missed questionnaires	640	52,76
TOTAL	1.213	100

Tab. 9

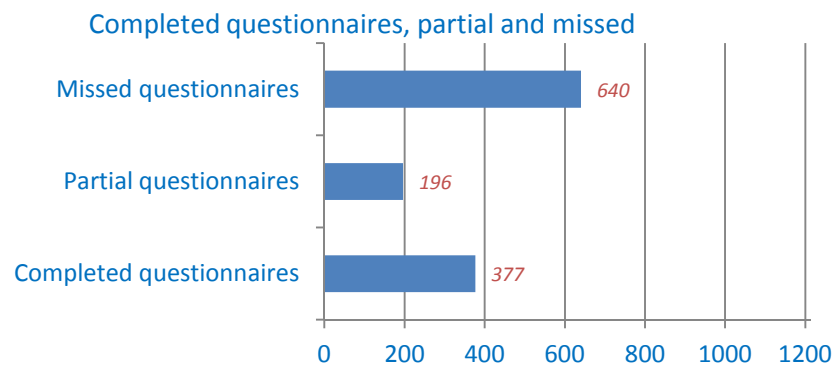


Chart n. 1

Respondents by gender (completed questionnaires)			
Gender	Sample size	% of respondents	% by gender
Female	175	46,42	30,49
Male	202	53,58	31,61
TOTAL	377	100	

Tab. 10

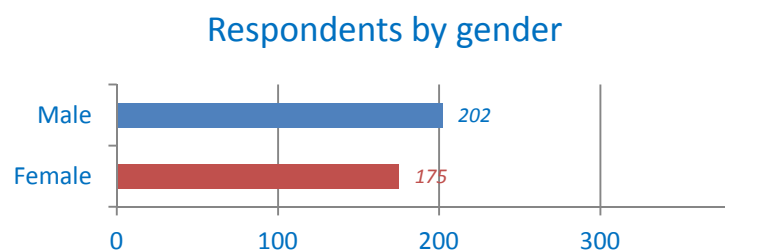


Chart n. 2

Respondents by age range (completed questionnaires)			
Age range	Sample size	% of respondents	% by age
Until 30 year	106	28,12	35,69
31 - 40	80	21,22	20,78
41 - 50	83	22,02	38,07
51 - 60	62	16,45	32,80
Over 60	46	12,20	37,10
Totale complessivo	377	100	

Tab. 11

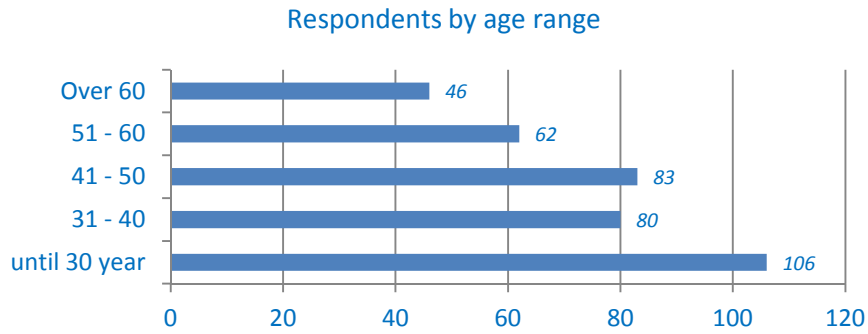


Chart n. 3

Respondents by Role (completed questionnaires)		
Role of belonging	Sample size	% of respondents
Research Fellows \Short-term Research Fellows	79	20,95
PhD Student	59	15,65
Technical staff	6	1,59
Full Professor	57	15,12
Associate Professors	95	25,20
Temporary researcher	31	8,22
Permanent researcher	50	13,26
TOTAL	377	100

Tab. 12

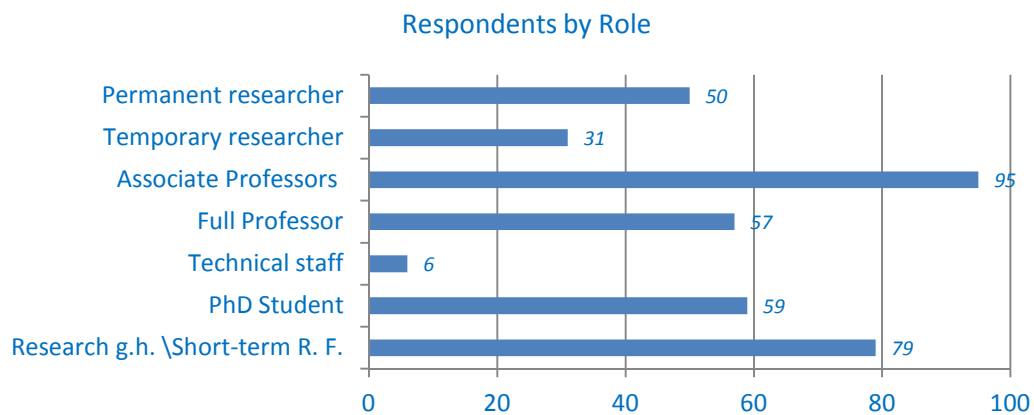


Chart n. 4

Respondents by length of service (completed questionnaires)		
Range of length of service	Numerosità	% of respondents
Until 5 years	105	27,85
6-10	59	15,65
11-20	138	36,60
More than 20	75	19,89
<i>TOTAL</i>	<i>377</i>	<i>100</i>

Tab. 13

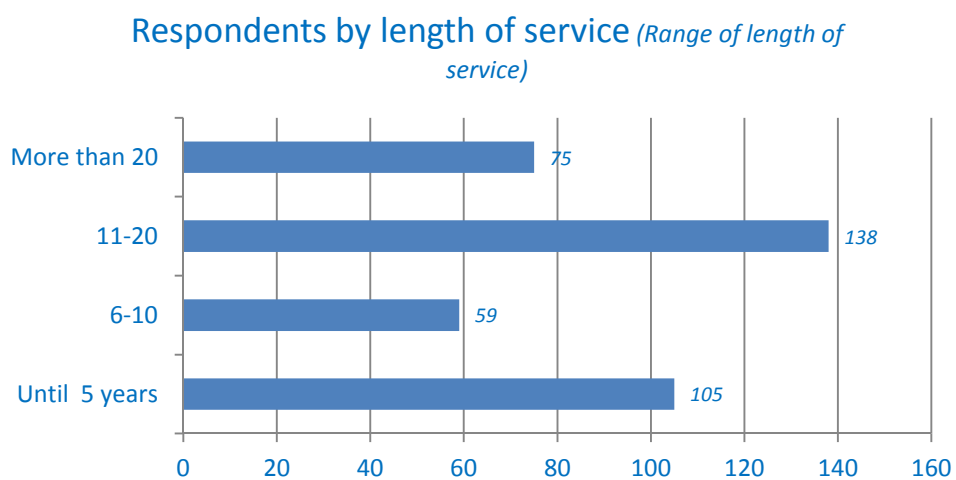


Chart n. 5

NOTES:

- A. Before the deadline, two reminders for completing the questionnaire were sent on 16th November and 26th November, 2015
- B. 12 questionnaires were completed in English

AGREEMENT – scores by each Topic

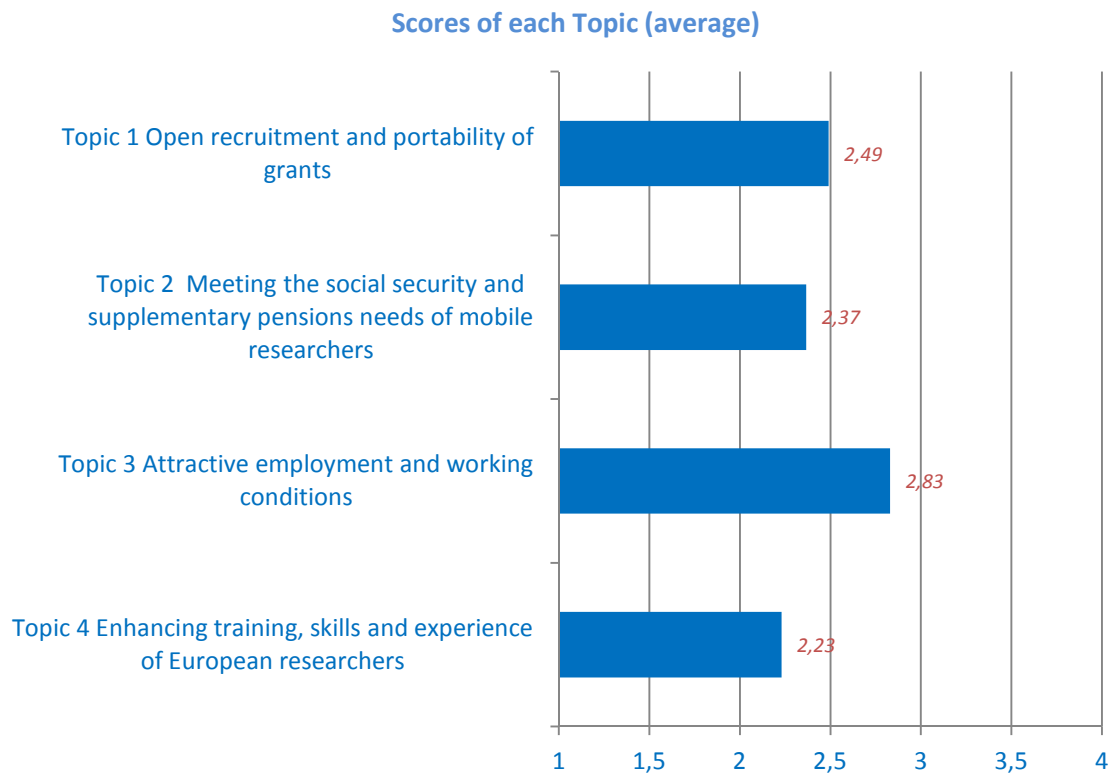


Chart n. 6

AGREEMENT: Scores by each Question Tab 14

AGREEMENT

scores achieved by each TOPIC and each QUESTION

Topic	Question	N° Total answers	N° answers scale of 1 to 4	N° answers "I don't know"	Answer score (average)	Topic score (average)	Standard deviation	Distance between "Question average" and "Topic average"
Topic 1 Open recruitment and portability of grants	1.1 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised nationally	377	335	42	2,87	2,49	0,90	0,38
	1.2 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised internationally (e.g. by the EURAXESS portal)	377	245	132	2,69	2,49	0,91	0,19
	1.3 The required skills are clearly stated to encourage the widest participation of potential pertinent candidates	377	349	28	2,86	2,49	0,92	0,37
	1.4 At the end of selection process, candidates are always adequately informed by the selection committees, at the end of the selection process, about weaknesses and strengths of their candidature	377	305	72	2,32	2,49	1,06	-0,17
	1.5 The Research Institution makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, is properly considered by the selection committees	377	314	63	2,53	2,49	1,01	0,03
	1.6 Selection criteria, working conditions and rights - including career prospects - competencies and skills required by candidates are adequately described in the calls	377	352	25	2,69	2,49	0,98	0,20
	1.7 Selection committees usually include members from other countries	377	303	74	2,13	2,49	0,96	-0,36
	1.8 Selection committees usually include members from outside the university system (e.g. private companies, public research institutions)	377	290	87	1,72	2,49	0,84	-0,78
	1.9 Selection committees are always gender balanced	377	297	80	2,51	2,49	1,04	0,01
Topic 2 Meeting the social security and supplementary pensions needs of mobile researchers	2.1 Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or temporary)	377	341	36	1,85	2,37	0,94	-0,51
	2.2 Researchers benefit adequate social security including sickness, parental benefits and pension rights according to existing national legislation	377	314	63	2,72	2,37	1,14	0,36
	2.3 Research Institution facilitates the access for the existing information on researchers social security rights	377	307	70	2,47	2,37	1,07	0,11
	2.4 Research Institution encourages its member State to adopt pan-EU pension schemes addressed to researchers	377	171	206	1,91	2,37	1,07	-0,45
	2.5 Efforts are made for the provision of information specifically addressing researchers on the issue of supplementary pension rights	377	263	114	1,97	2,37	1,01	-0,40
	2.6 Compliance with national or sectional regulations on health and safety is ensured	377	289	88	3,10	2,37	1,03	0,74
Topic 3 Attractive employment and working conditions	3.1 Sufficient attention is paid to avoid discrimination on the basis of gender, age, ethnic origin - national or social - religion or belief, sexual orientation, language, disability, political opinions, and social/economic conditions	377	353	24	3,34	2,83	0,92	0,51
	3.2 Autonomy and creativity of all researchers, including the early stage & early career researchers, are actively promoted	377	365	12	2,58	2,83	0,98	-0,25
	3.3 Gender balance (equal opportunity) is actively searched for at all levels of staff, including those whose duties include supervision and management	377	308	69	2,88	2,83	1,05	0,05
	3.4 Research Institution departments provide a stimulating, pleasant to work-in environment, supporting research activities	377	371	6	2,56	2,83	0,97	-0,28
	3.5 Researcher's participation in the Research Institution bodies/boards, including those involved in decision-making and communication activities, is guaranteed	377	332	45	2,65	2,83	1,04	-0,18
	3.6 Complaints/appeals of researchers and the conflicts between supervisors and early career researchers are fairly and efficiently handled	377	182	195	2,36	2,83	1,02	-0,47
	3.7 An effective evaluation of the professional activities (research, teaching) of all researchers is regularly performed	377	346	31	2,78	2,83	0,98	-0,05
	3.8 Teaching duties do not prevent researchers, especially at the beginning of their career, from performing their research activities	377	324	53	2,60	2,83	1,03	-0,24
	3.9 Sufficient, specific measures are in place to encourage both women and men to combine family and work, children and career (eg part-time, tele-working, sabbatical leaves, nurseries, etc.).	377	275	102	2,19	2,83	1,04	-0,64
Topic 4 Enhancing training, skills and experience of European researchers	4.1 Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	377	306	71	1,97	2,23	0,94	-0,27
	4.2 Possibility for researchers to experience geographical, inter-and trans-disciplinary mobility, and also the intersectoral mobility between public and private sectors is guaranteed and actively promoted	377	323	54	2,43	2,23	0,98	0,19
	4.3 Proper plans for increasing researchers' skills and competence, needed for their career progression, are regularly designed by the Research Institution	377	332	45	2,10	2,23	0,97	-0,14
	4.4 Mentors and/or supervisors are identified as persons to whom researchers, in the early stage of their career, can refer for carrying out their professional duties and for providing support and guidance for their cultural and professional development	377	333	44	2,68	2,23	1,06	0,45
	4.5 Training plans are elaborated as well to improve mentoring competencies, informing senior researchers on this opportunity	377	252	125	1,90	2,23	0,95	-0,34

AGREEMENT: Scores for Topic 1 *Tab 15*

AGREEMENT

Topic 1 Open recruitment and portability of grants

Scores achieved by each QUESTION

Topic	Question	N° Total answers	N° answers scale of 1 to 4	N° answers "I don't know"	Answer score (average)	Topic score (average)	Standard deviation	Distance between "Question average" and "Topic average "
Topic 1 Open recruitment and portability of grants	1.1 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised nationally	377	335	42	2,87	2,49	0,90	0,38
	1.3 The required skills are clearly stated to encourage the widest participation of potential pertinent candidates	377	349	28	2,86	2,49	0,92	0,37
	1.6 Selection criteria, working conditions and rights - including career prospects - competencies and skills required by candidates are adequately described in the calls	377	352	25	2,69	2,49	0,98	0,20
	1.2 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised internationally (e.g. by the EURAXESS portal)	377	245	132	2,69	2,49	0,91	0,19
	1.5 The Research Institution makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, is properly considered by the selection committees	377	314	63	2,53	2,49	1,01	0,03
	1.9 Selection committees are always gender balanced	377	297	80	2,51	2,49	1,04	0,01
	1.4 At the end of selection process, candidates are always adequately informed by the selection committees, at the end of the selection process, about weaknesses and strengths of their candidature	377	305	72	2,32	2,49	1,06	-0,17
	1.7 Selection committees usually include members from other countries	377	303	74	2,13	2,49	0,96	-0,36
1.8 Selection committees usually include members from outside the university system (e.g. private companies, public research institutions)	377	290	87	1,72	2,49	0,84	-0,78	

AGREEMENT: Scores for Topic 2 *Tab 16*

AGREEMENT

TOPIC 2 - Meeting the social security and supplementary pensions needs of mobile researchers

Scores achieved by each QUESTION

Topic	Question	N° Total answers	N° answers scale of 1 to 4	N° answers "I don't know"	Answer score (average)	Topic score (average)	Standard deviation	Distance between "Question average" and "Topic average "
Topic 2 Meeting the social security and supplementary pensions needs of mobile researchers	2.6 Compliance with national or sectional regulations on health and safety is ensured	377	289	88	3,10	2,37	1,03	0,74
	2.2 Researchers benefit adequate social security including sickness, parental benefits and pension rights according to existing national legislation	377	314	63	2,72	2,37	1,14	0,36
	2.3 Research Institution facilitates the access for the existing information on researchers social security rights	377	307	70	2,47	2,37	1,07	0,11
	2.5 Efforts are made for the provision of information specifically addressing researchers on the issue of supplementary pension rights	377	263	114	1,97	2,37	1,01	-0,40
	2.4 Research Institution encourages its member State to adopt pan-EU pension schemes addressed to researchers	377	171	206	1,91	2,37	1,07	-0,45
	2.1 Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or temporary)	377	341	36	1,85	2,37	0,94	-0,51

AGREEMENT: Scores for Topic 3 *Tab 17*

AGREEMENT

TOPIC 3 Attractive employment and working conditions

Scores achieved by each QUESTION

Topic	Question	N° Total answers	N° answers scale of 1 to 4	N° answers "I don't know"	Answer score (average)	Topic score (average)	Standard deviation	Distance between "Question average" and "Topic average "
Topic 3 Attractive employment and working conditions	3.1 Sufficient attention is paid to avoid discrimination on the basis of gender, age, ethnic origin - national or social - religion or belief, sexual orientation, language, disability, political opinions, and social/economic conditions	377	353	24	3,34	2,83	0,92	0,51
	3.3 Gender balance (equal opportunity) is actively searched for at all levels of staff, including those whose duties include supervision and management	377	308	69	2,88	2,83	1,05	0,05
	3.7 An effective evaluation of the professional activities (research, teaching) of all researchers is regularly performed	377	346	31	2,78	2,83	0,98	-0,05
	3.5 Researcher's participation in the Research Institution bodies/boards, including those involved in decision-making and communication activities, is guaranteed	377	332	45	2,65	2,83	1,04	-0,18
	3.8 Teaching duties do not prevent researchers, especially at the beginning of their career, from performing their research activities	377	324	53	2,60	2,83	1,03	-0,24
	3.2 Autonomy and creativity of all researchers, including the early stage & early career researchers, are actively promoted	377	365	12	2,58	2,83	0,98	-0,25
	3.4 Research Institution departments provide a stimulating, pleasant to work-in environment, supporting research activities	377	371	6	2,56	2,83	0,97	-0,28
	3.6 Complaints/appeals of researchers and the conflicts between supervisors and early career researchers are fairly and efficiently handled	377	182	195	2,36	2,83	1,02	-0,47
	3.9 Sufficient, specific measures are in place to encourage both women and men to combine family and work, children and career (eg part-time, tele-working, sabbatical leaves, nurseries, etc.).	377	275	102	2,19	2,83	1,04	-0,64

AGREEMENT: Scores for Topic 4 *Tab 18*

AGREEMENT

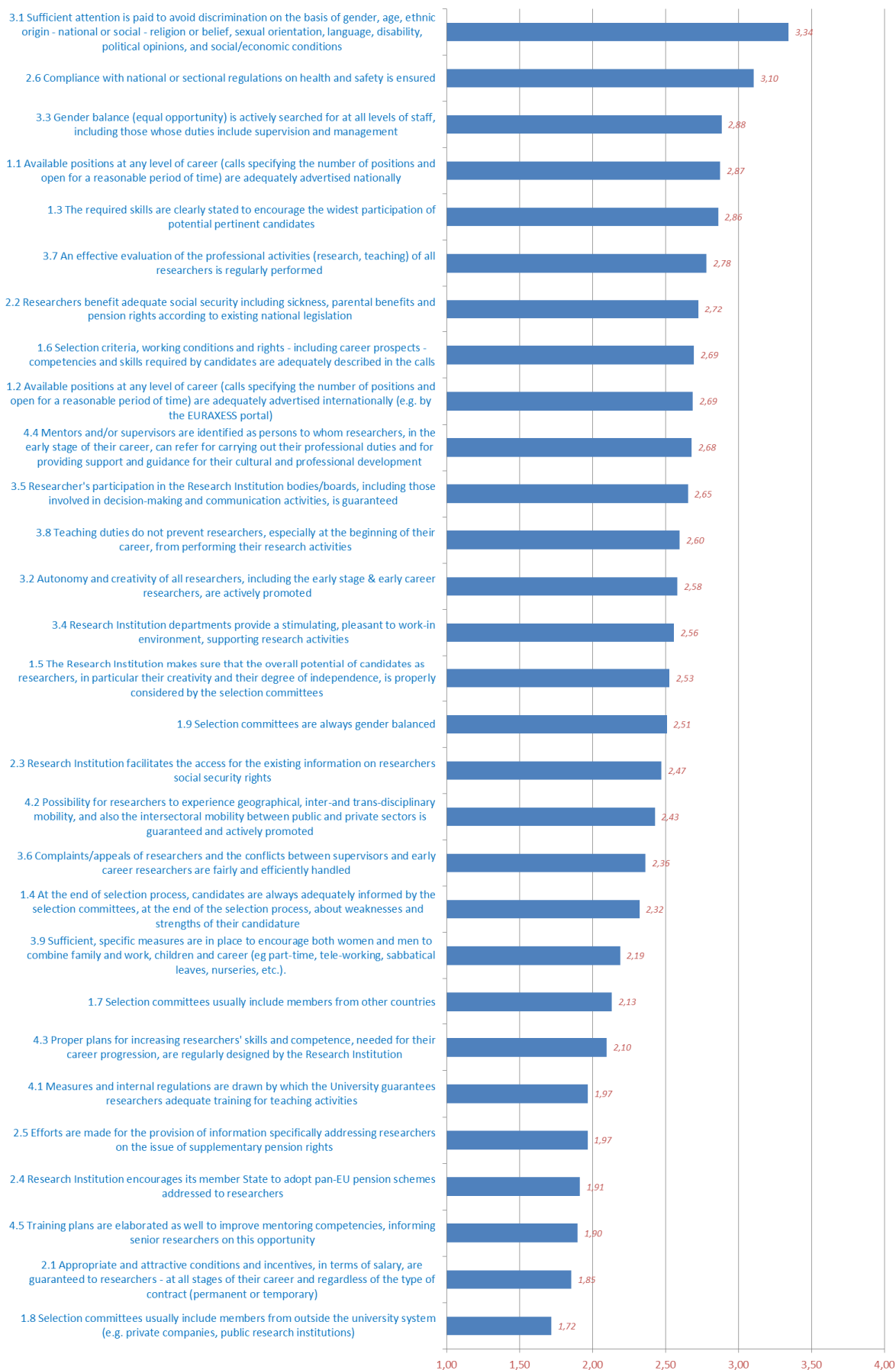
Topic 4 Enhancing training, skills and experience of European researchers

Scores achieved by each QUESTION

Topic	Question	N° Total answers	N° answers scale of 1 to 4	N° answers "I don't know"	Answer score (average)	Topic score (average)	Standard deviation	Distance between "Question average" and "Topic average "
Topic 4 Enhancing training, skills and experience of European researchers	4.4 Mentors and/or supervisors are identified as persons to whom researchers, in the early stage of their career, can refer for carrying out their professional duties and for providing support and guidance for their cultural and professional development	377	333	44	2,68	2,23	1,06	0,45
	4.2 Possibility for researchers to experience geographical, inter-and trans-disciplinary mobility, and also the intersectoral mobility between public and private sectors is guaranteed and actively promoted	377	323	54	2,43	2,23	0,98	0,19
	4.3 Proper plans for increasing researchers' skills and competence, needed for their career progression, are regularly designed by the Research Institution	377	332	45	2,10	2,23	0,97	-0,14
	4.1 Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	377	306	71	1,97	2,23	0,94	-0,27
	4.5 Training plans are elaborated as well to improve mentoring competencies, informing senior researchers on this opportunity	377	252	125	1,90	2,23	0,95	-0,34

AGREEMENT - Scores by each question in descending order *Chart n. 7*

AGREEMENT - Scores of each question (averages in descending order)



PRIORITY – Importance attached to each question *Tab 19*

PRIORITY					
The importance attached to each question					
Topic	Question	N° Total answers	N° answers "Yes"	% "Yes" on Total	Weight given to answer "YES" within the topic
Topic 1 Open recruitment and portability of grants	1.1 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised nationally	377	164	43,50	14,50
	1.2 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised internationally (e.g. by the EURAXESS portal)	377	108	28,65	9,55
	1.3 The required skills are clearly stated to encourage the widest participation of potential pertinent candidates	377	189	50,13	16,71
	1.4 At the end of selection process, candidates are always adequately informed by the selection committees, at the end of the selection process, about weaknesses and strengths of their candidature	377	158	41,91	13,97
	1.5 The Research Institution makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, is properly considered by the selection committees	377	214	56,76	18,92
	1.6 Selection criteria, working conditions and rights - including career prospects - competencies and skills required by candidates are adequately described in the calls	377	174	46,15	15,38
	1.7 Selection committees usually include members from other countries	377	60	15,92	5,31
	1.8 Selection committees usually include members from outside the university system (e.g. private companies, public research institutions)	377	28	7,43	2,48
	1.9 Selection committees are always gender balanced	377	36	9,55	3,18
Topic 2 - Meeting the social security and supplementary pensions needs of mobile researchers	2.1 Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or temporary)	377	315	83,55	27,85
	2.2 Researchers benefit adequate social security including sickness, parental benefits and pension rights according to existing national legislation	377	313	83,02	27,67
	2.3 Research Institution facilitates the access for the existing information on researchers social security rights	377	123	32,63	10,88
	2.4 Research Institution encourages its member State to adopt pan-EU pension schemes addressed to researchers	377	130	34,48	11,49
	2.5 Efforts are made for the provision of information specifically addressing researchers on the issue of supplementary pension rights	377	85	22,55	7,52
	2.6 Compliance with national or sectional regulations on health and safety is ensured	377	165	43,77	14,59
Topic 3 Attractive employment and working conditions	3.1 Sufficient attention is paid to avoid discrimination on the basis of gender, age, ethnic origin - national or social - religion or belief, sexual orientation, language, disability, political opinions, and social/economic conditions	377	158	41,91	13,97
	3.2 Autonomy and creativity of all researchers, including the early stage & early career researchers, are actively promoted	377	238	63,13	21,04
	3.3 Gender balance (equal opportunity) is actively searched for at all levels of staff, including those whose duties include supervision and management	377	41	10,88	3,63
	3.4 Research Institution departments provide a stimulating, pleasant to work-in environment, supporting research activities	377	216	57,29	19,10
	3.5 Researcher's participation in the Research Institution bodies/boards, including those involved in decision-making and communication activities, is guaranteed	377	98	25,99	8,66
	3.6 Complaints/appeals of researchers and the conflicts between supervisors and early career researchers are fairly and efficiently handled	377	28	7,43	2,48
	3.7 An effective evaluation of the professional activities (research, teaching) of all researchers is regularly performed	377	97	25,73	8,58
	3.8 Teaching duties do not prevent researchers, especially at the beginning of their career, from performing their research activities	377	132	35,01	11,67
	3.9 Sufficient, specific measures are in place to encourage both women and men to combine family and work, children and career (eg part-time, tele-working, sabbatical leaves, nurseries, etc.).	377	123	32,63	10,88
Topic 4 Enhancing training, skills and experience of European researchers	4.1 Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	377	258	68,44	22,81
	4.2 Possibility for researchers to experience geographical, inter- and trans-disciplinary mobility, and also the intersectoral mobility between public and private sectors is guaranteed and actively promoted	377	246	65,25	21,75
	4.3 Proper plans for increasing researchers' skills and competence, needed for their career progression, are regularly designed by the Research Institution	377	320	84,88	28,29
	4.4 Mentors and/or supervisors are identified as persons to whom researchers, in the early stage of their career, can refer for carrying out their professional duties and for providing support and guidance for their cultural and professional development	377	196	51,99	17,33
	4.5 Training plans are elaborated as well to improve mentoring competencies, informing senior researchers on this opportunity	377	111	29,44	9,81

PRIORITY: Importance attached to question of Topic 1 *Tab 20*

Topic 1 - Open recruitment and portability of grants The importance attached to each question

Topic	Question	N° Total answers	N° answers "Yes"	% "Yes" on Total	Weight given to answer "YES" within the topic
Topic 1 Open recruitment and portability of grants	1.5 The Research Institution makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, is properly considered by the selection committees	377	214	56,76	18,92
	1.3 The required skills are clearly stated to encourage the widest participation of potential pertinent candidates	377	189	50,13	16,71
	1.6 Selection criteria, working conditions and rights - including career prospects - competencies and skills required by candidates are adequately described in the calls	377	174	46,15	15,38
	1.1 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised nationally	377	164	43,50	14,50
	1.4 At the end of selection process, candidates are always adequately informed by the selection committees, at the end of the selection process, about weaknesses and strengths of their candidature	377	158	41,91	13,97
	1.2 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised internationally (e.g. by the EURAXESS portal)	377	108	28,65	9,55
	1.7 Selection committees usually include members from other countries	377	60	15,92	5,31
	1.9 Selection committees are always gender balanced	377	36	9,55	3,18
	1.8 Selection committees usually include members from outside the university system (e.g. private companies, public research institutions)	377	28	7,43	2,48

PRIORITY: Importance attached to question of Topic 2 *Tab 21*

PRIORITY

Topic 2 Meeting the social security and supplementary pensions needs of mobile researchers The importance attached to each question

Topic	Question	N° Total answers	N° answers "Yes"	% "Yes" on Total	Weight given to answer "YES" within the topic
Topic 2 Meeting the social security and supplementary pensions needs of mobile researchers	2.1 Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or temporary)	377	315	83,55	27,85
	2.2 Researchers benefit adequate social security including sickness, parental benefits and pension rights according to existing national legislation	377	313	83,02	27,67
	2.6 Compliance with national or sectional regulations on health and safety is ensured	377	165	43,77	14,59
	2.4 Research Institution encourages its member State to adopt pan-EU pension schemes addressed to researchers	377	130	34,48	11,49
	2.3 Research Institution facilitates the access for the existing information on researchers social security rights	377	123	32,63	10,88
	2.5 Efforts are made for the provision of information specifically addressing researchers on the issue of supplementary pension rights	377	85	22,55	7,52

PRIORITY: Importance attached to question of Topic 3 *Tab 22*

Topic 3 Attractive employment and working conditions The importance attached to each question

Topic	Question	N° Total answers	N° answers "Yes"	% "Yes" on Total	Weight given to answer "YES" within the topic
Topic 3 Attractive employment and working conditions	3.2 Autonomy and creativity of all researchers, including the early stage & early career researchers, are actively promoted	377	238	63,13	21,04
	3.4 Research Institution departments provide a stimulating, pleasant to work-in environment, supporting research activities	377	216	57,29	19,10
	3.1 Sufficient attention is paid to avoid discrimination on the basis of gender, age, ethnic origin - national or social - religion or belief, sexual orientation, language, disability, political opinions, and social/economic conditions	377	158	41,91	13,97
	3.8 Teaching duties do not prevent researchers, especially at the beginning of their career, from performing their research activities	377	132	35,01	11,67
	3.9 Sufficient, specific measures are in place to encourage both women and men to combine family and work, children and career (eg part-time, tele-working, sabbatical leaves, nurseries, etc.).	377	123	32,63	10,88
	3.5 Researcher's participation in the Research Institution bodies/boards, including those involved in decision-making and communication activities, is guaranteed	377	98	25,99	8,66
	3.7 An effective evaluation of the professional activities (research, teaching) of all researchers is regularly performed	377	97	25,73	8,58
	3.3 Gender balance (equal opportunity) is actively searched for at all levels of staff, including those whose duties include supervision and management	377	41	10,88	3,63
	3.6 Complaints/appeals of researchers and the conflicts between supervisors and early career researchers are fairly and efficiently handled	377	28	7,43	2,48

PRIORITY: Importance attached to question of Topic 4 *Tab 23*

PRIORITY

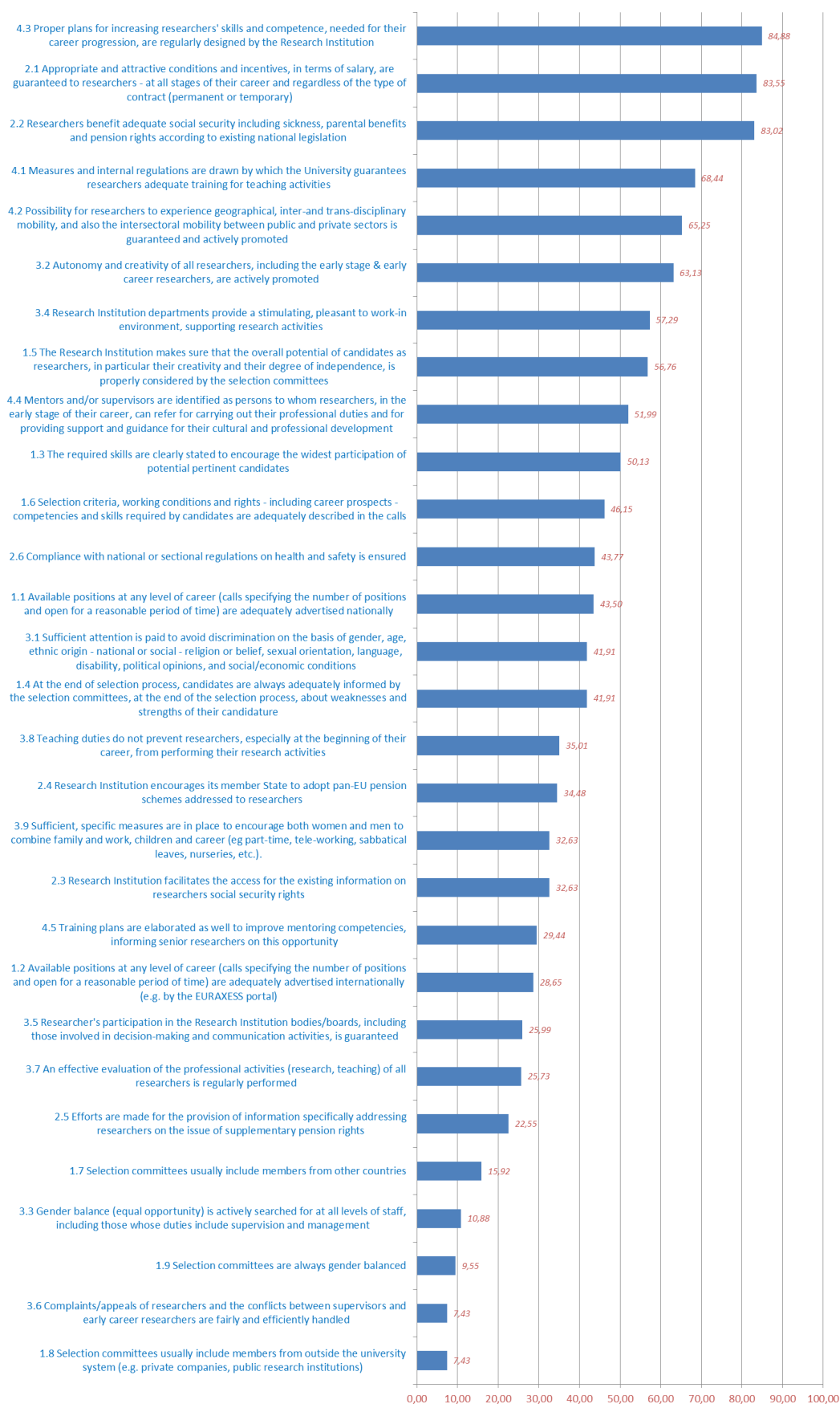
Topic 4 Enhancing training, skills and experience of European researchers

The importance attached to each question

Topic	Question	N° Total answers	N° answers "Yes"	% "Yes" on Total	Weight given to answer "YES" within the topic
Topic 4 Enhancing training, skills and experience of European researchers	4.3 Proper plans for increasing researchers' skills and competence, needed for their career progression, are regularly designed by the Research Institution	377	320	84,88	28,29
	4.1 Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	377	258	68,44	22,81
	4.2 Possibility for researchers to experience geographical, inter-and trans-disciplinary mobility, and also the intersectoral mobility between public and private sectors is guaranteed and actively promoted	377	246	65,25	21,75
	4.4 Mentors and/or supervisors are identified as persons to whom researchers, in the early stage of their career, can refer for carrying out their professional duties and for providing support and guidance for their cultural and professional development	377	196	51,99	17,33
	4.5 Training plans are elaborated as well to improve mentoring competencies, informing senior researchers on this opportunity	377	111	29,44	9,81

PRIORITY – Importance attached to question in descending order *Chart n. 8*

PRIORITY - The importance attached to each question (averages in descending order)



Relationship “Agreement / Priority” for each question *Tab 24*

RELATIONSHIP AGREEMENT / PRIORITY Score and Importance of each Question

Topic	Agreement	Question	Agreement	Priority
Topic 1 Open recruitment and portability of grants	2,49	1.1 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised nationally	2,87	43,50
		1.2 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised internationally (e.g. by the EURAXESS portal)	2,69	28,65
		1.3 The required skills are clearly stated to encourage the widest participation of potential pertinent candidates	2,86	50,13
		1.4 At the end of selection process, candidates are always adequately informed by the selection committees, at the end of the selection process, about weaknesses and strengths of their candidature	2,32	41,91
		1.5 The Research Institution makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, is properly considered by the selection committees	2,53	56,76
		1.6 Selection criteria, working conditions and rights - including career prospects - competencies and skills required by candidates are adequately described in the calls	2,69	46,15
		1.7 Selection committees usually include members from other countries	2,13	15,92
		1.8 Selection committees usually include members from outside the university system (e.g. private companies, public research institutions)	1,72	7,43
		1.9 Selection committees are always gender balanced	2,51	9,55
Topic 2 Meeting the social security and supplementary pensions needs of mobile researchers	2,37	2.1 Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or temporary)	1,85	83,55
		2.2 Researchers benefit adequate social security including sickness, parental benefits and pension rights according to existing national legislation	2,72	83,02
		2.3 Research Institution facilitates the access for the existing information on researchers social security rights	2,47	32,63
		2.4 Research Institution encourages its member State to adopt pan-EU pension schemes addressed to researchers	1,91	34,48
		2.5 Efforts are made for the provision of information specifically addressing researchers on the issue of supplementary pension rights	1,97	22,55
		2.6 Compliance with national or sectional regulations on health and safety is ensured	3,10	43,77
Topic 3 Attractive employment and working conditions	2,83	3.1 Sufficient attention is paid to avoid discrimination on the basis of gender, age, ethnic origin - national or social - religion or belief, sexual orientation, language, disability, political opinions, and social/economic conditions	3,34	41,91
		3.2 Autonomy and creativity of all researchers, including the early stage & early career researchers, are actively promoted	2,58	63,13
		3.3 Gender balance (equal opportunity) is actively searched for at all levels of staff, including those whose duties include supervision and management	2,88	10,88
		3.4 Research Institution departments provide a stimulating, pleasant to work-in environment, supporting research activities	2,56	57,29
		3.5 Researcher's participation in the Research Institution bodies/boards, including those involved in decision-making and communication activities, is guaranteed	2,65	25,99
		3.6 Complaints/appeals of researchers and the conflicts between supervisors and early career researchers are fairly and efficiently handled	2,36	7,43
		3.7 An effective evaluation of the professional activities (research, teaching) of all researchers is regularly performed	2,78	25,73
		3.8 Teaching duties do not prevent researchers, especially at the beginning of their career, from performing their research activities	2,60	35,01
		3.9 Sufficient, specific measures are in place to encourage both women and men to combine family and work, children and career (eg part-time, tele-working, sabbatical leaves, nurseries, etc.).	2,19	32,63
Topic 4 Enhancing training, skills and experience of European researchers	2,23	4.1 Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	1,97	68,44
		4.2 Possibility for researchers to experience geographical, inter-and trans-disciplinary mobility, and also the intersectoral mobility between public and private sectors is guaranteed and actively promoted	2,43	65,25
		4.3 Proper plans for increasing researchers' skills and competence, needed for their career progression, are regularly designed by the Research Institution	2,10	84,88
		4.4 Mentors and/or supervisors are identified as persons to whom researchers, in the early stage of their career, can refer for carrying out their professional duties and for providing support and guidance for their cultural and professional development	2,68	51,99
		4.5 Training plans are elaborated as well to improve mentoring competencies, informing senior researchers on this opportunity	1,90	29,44

Critical values: red quadrant

Relationship Agreement and Priority for ACTION 1

Topic 1 Open recruitment and portability of grants

ACTION 1 - Agreement e priority Topic 1

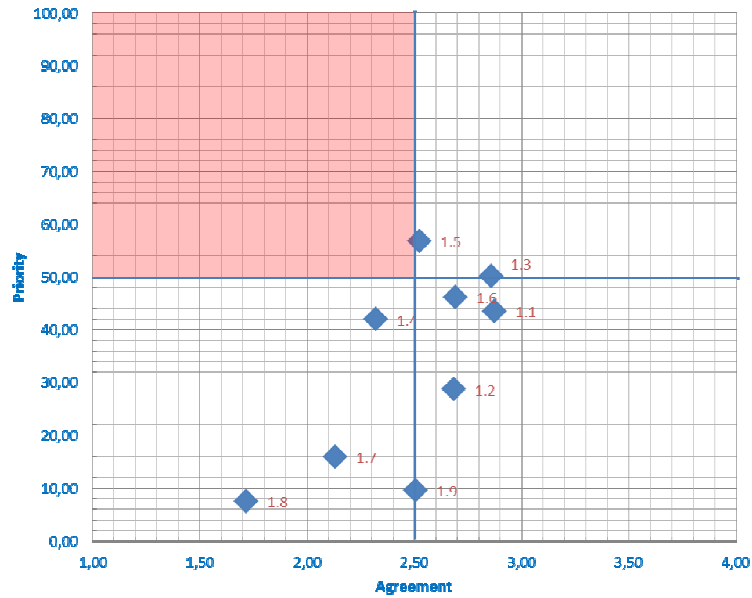


Chart n. 9

Relationship Agreement and Priority for ACTION 2

Topic 2 Meeting the social security and supplementary pensions needs of mobile researchers

ACTION 2 - Agreement and priority Topic 2

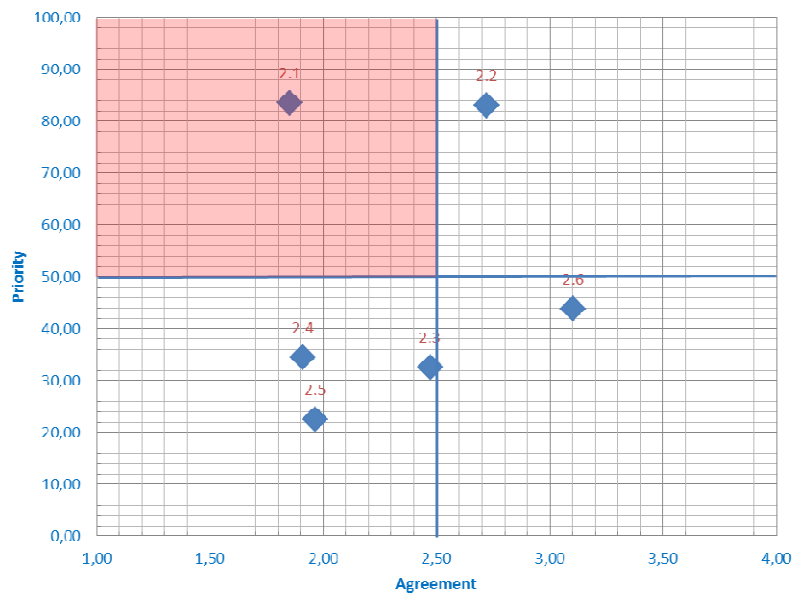


Chart n. 10

Relationship Agreement and Priority for ACTION 3
Topic 3 Attractive employment and working conditions

ACTION 3 - Agreement and priority Topic 3

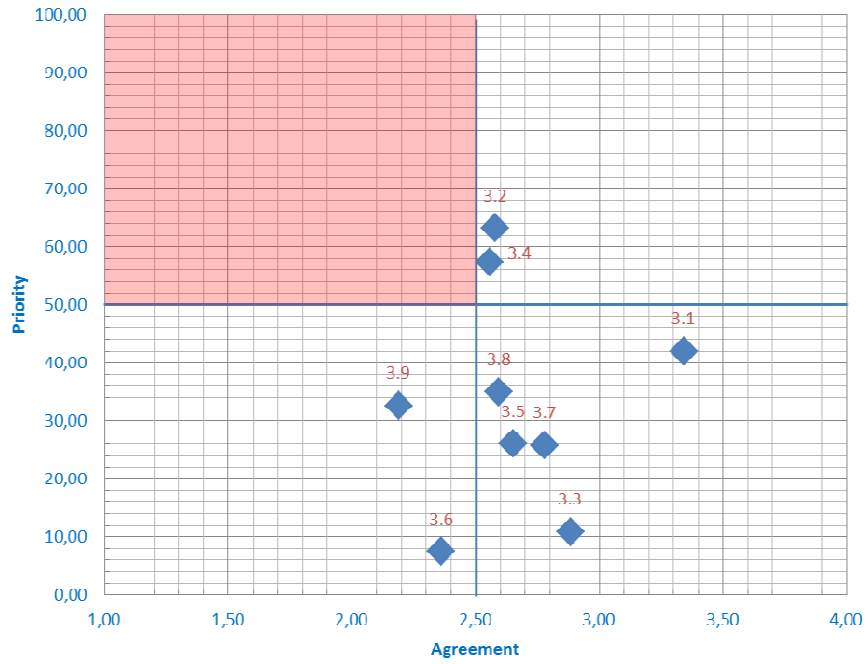


Chart n. 11

Relationship Agreement and Priority for ACTION 4
Topic 4 Enhancing training, skills and experience of European researchers

ACTION 4 - Agreement and priority Topic 4

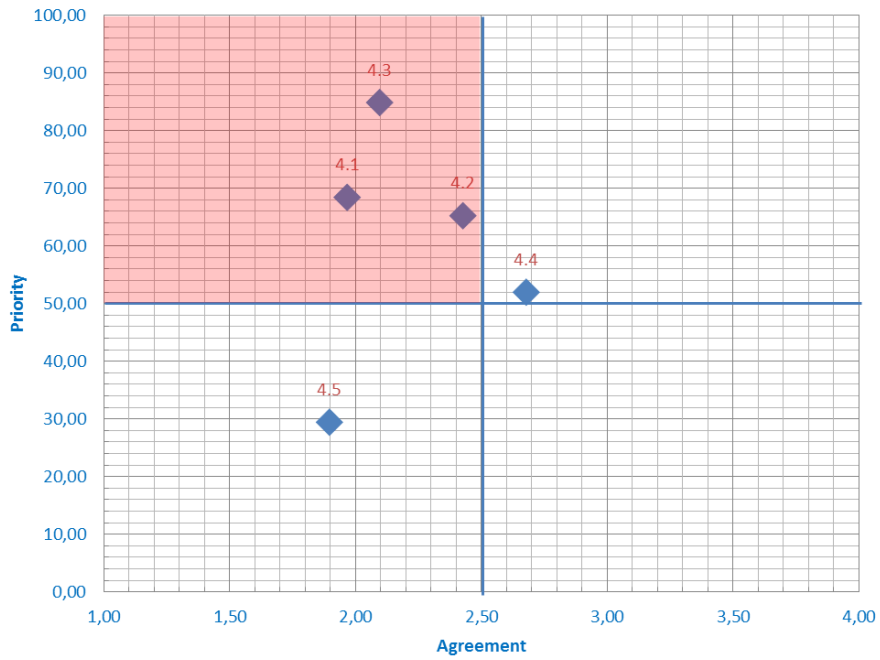


Chart n. 12

The "I don't know" answer: the topics

The answers "I don't know" attributed to the Topics

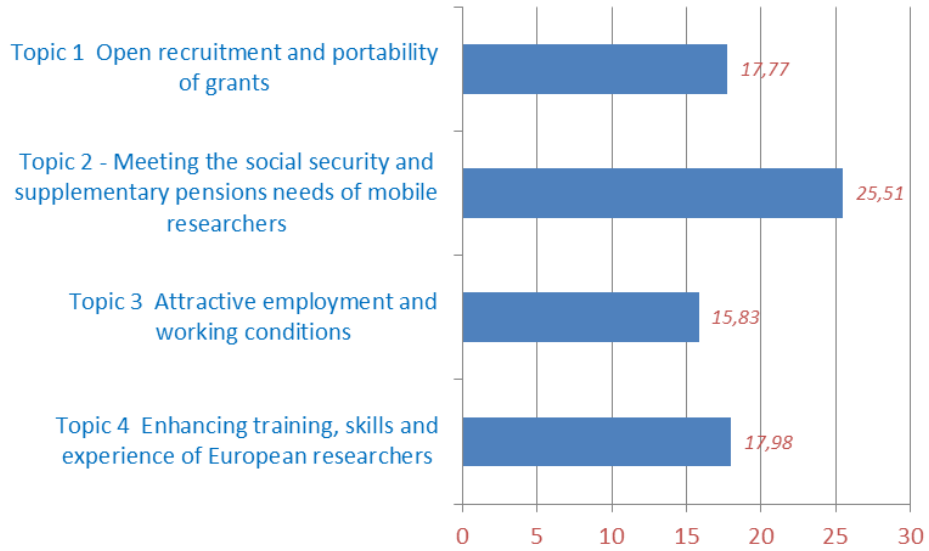


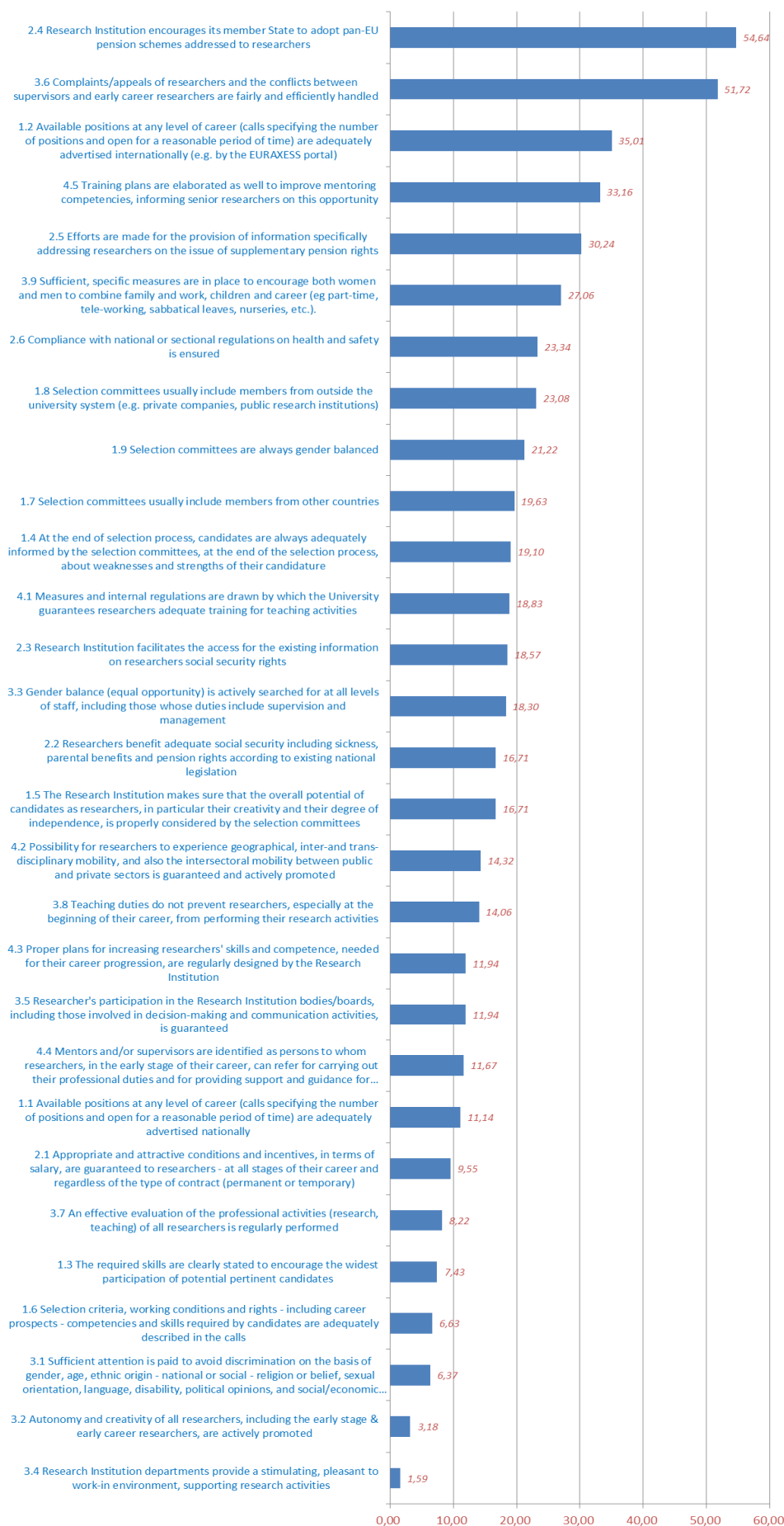
Chart n. 13

The "I don't know" answer: each question Tab 25

The answers "I don't know" in QUESTIONS and TOPICS

Topic	% "I don't know" of the Topic	Question	N° Total answers	N° answers scale of 1 to 4	N° answers "I don't know"	% "I don't know" of total
Topic 1 Open recruitment and portability of grants	17,77	1.1 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised nationally	377	335	42	11,14
		1.2 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised internationally (e.g. by the EURAXESS portal)	377	245	132	35,01
		1.3 The required skills are clearly stated to encourage the widest participation of potential pertinent candidates	377	349	28	7,43
		1.4 At the end of selection process, candidates are always adequately informed by the selection committees, at the end of the selection process, about weaknesses and strengths of their candidature	377	305	72	19,10
		1.5 The Research Institution makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, is properly considered by the selection committees	377	314	63	16,71
		1.6 Selection criteria, working conditions and rights - including career prospects - competencies and skills required by candidates are adequately described in the calls	377	352	25	6,63
		1.7 Selection committees usually include members from other countries	377	303	74	19,63
		1.8 Selection committees usually include members from outside the university system (e.g. private companies, public research institutions)	377	290	87	23,08
		1.9 Selection committees are always gender balanced	377	297	80	21,22
Topic 2 - Meeting the social security and supplementary pensions needs of mobile researchers	25,51	2.1 Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or temporary)	377	341	36	9,55
		2.2 Researchers benefit adequate social security including sickness, parental benefits and pension rights according to existing national legislation	377	314	63	16,71
		2.3 Research Institution facilitates the access for the existing information on researchers social security rights	377	307	70	18,57
		2.4 Research Institution encourages its member State to adopt pan-EU pension schemes addressed to researchers	377	171	206	54,64
		2.5 Efforts are made for the provision of information specifically addressing researchers on the issue of supplementary pension rights	377	263	114	30,24
		2.6 Compliance with national or sectional regulations on health and safety is ensured	377	289	88	23,34
Topic 3 Attractive employment and working conditions	15,83	3.1 Sufficient attention is paid to avoid discrimination on the basis of gender, age, ethnic origin - national or social - religion or belief, sexual orientation, language, disability, political opinions, and social/economic conditions	377	353	24	6,37
		3.2 Autonomy and creativity of all researchers, including the early stage & early career researchers, are actively promoted	377	365	12	3,18
		3.3 Gender balance (equal opportunity) is actively searched for at all levels of staff, including those whose duties include supervision and management	377	308	69	18,30
		3.4 Research Institution departments provide a stimulating, pleasant to work-in environment, supporting research activities	377	371	6	1,59
		3.5 Researcher's participation in the Research Institution bodies/boards, including those involved in decision-making and communication activities, is guaranteed	377	332	45	11,94
		3.6 Complaints/appeals of researchers and the conflicts between supervisors and early career researchers are fairly and efficiently handled	377	182	195	51,72
		3.7 An effective evaluation of the professional activities (research, teaching) of all researchers is regularly performed	377	346	31	8,22
		3.8 Teaching duties do not prevent researchers, especially at the beginning of their career, from performing their research activities	377	324	53	14,06
		3.9 Sufficient, specific measures are in place to encourage both women and men to combine family and work, children and career (eg part-time, tele-working, sabbatical leaves, nurseries, etc.).	377	275	102	27,06
Topic 4 Enhancing training, skills and experience of European researchers	17,98	4.1 Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	377	306	71	18,83
		4.2 Possibility for researchers to experience geographical, inter-and trans-disciplinary mobility, and also the intersectoral mobility between public and private sectors is guaranteed and actively promoted	377	323	54	14,32
		4.3 Proper plans for increasing researchers' skills and competence, needed for their career progression, are regularly designed by the Research Institution	377	332	45	11,94
		4.4 Mentors and/or supervisors are identified as persons to whom researchers, in the early stage of their career, can refer for carrying out their professional duties and for providing support and guidance for their cultural and professional development	377	333	44	11,67
		4.5 Training plans are elaborated as well to improve mentoring competencies, informing senior researchers on this opportunity	377	252	125	33,16

the “I don’t know” answer in each question in descending order *Chart n. 14*



OTHER ANALYSES

AGREEMENT: Averages by gender *Tab 26*

Averages by gender : answers agreement distribution by gender

(Gender : Female, Male)

Topic	Topic Average	Question	Question Average		Overall average
			F	M	
Topic 1 Open recruitment and portability of grants	2,49	1.1 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised nationally	2,79	2,95	2,87
		1.2 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised internationally (e.g. by the EURAXESS portal)	2,58	2,78	2,69
		1.3 The required skills are clearly stated to encourage the widest participation of potential pertinent candidates	2,87	2,85	2,86
		1.4 At the end of selection process, candidates are always adequately informed by the selection committees, at the end of the selection process, about weaknesses and strengths of their candidature	2,31	2,33	2,32
		1.5 The Research Institution makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, is properly considered by the selection committees	2,51	2,54	2,53
		1.6 Selection criteria, working conditions and rights - including career prospects - competencies and skills required by candidates are adequately described in the calls	2,67	2,72	2,69
		1.7 Selection committees usually include members from other countries	2,12	2,14	2,13
		1.8 Selection committees usually include members from outside the university system (e.g. private companies, public research institutions)	1,70	1,73	1,72
		1.9 Selection committees are always gender balanced	2,34	2,67	2,51
Topic 2 Meeting the social security and supplementary pensions needs of mobile researchers	2,37	2.1 Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or temporary)	1,82	1,88	1,85
		2.2 Researchers benefit adequate social security including sickness, parental benefits and pension rights according to existing national legislation	2,65	2,78	2,72
		2.3 Research Institution facilitates the access for the existing information on researchers social security rights	2,24	2,67	2,47
		2.4 Research Institution encourages its member State to adopt pan-EU pension schemes addressed to researchers	1,75	2,06	1,91
		2.5 Efforts are made for the provision of information specifically addressing researchers on the issue of supplementary pension rights	1,75	2,16	1,97
		2.6 Compliance with national or sectional regulations on health and safety is ensured	2,95	3,24	3,10
Topic 3 Attractive employment and working conditions	2,83	3.1 Sufficient attention is paid to avoid discrimination on the basis of gender, age, ethnic origin - national or social - religion or belief, sexual orientation, language, disability, political opinions, and social/economic conditions	3,21	3,46	3,34
		3.2 Autonomy and creativity of all researchers, including the early stage & early career researchers, are actively promoted	2,55	2,60	2,58
		3.3 Gender balance (equal opportunity) is actively searched for at all levels of staff, including those whose duties include supervision and management	2,62	3,13	2,88
		3.4 Research Institution departments provide a stimulating, pleasant to work-in environment, supporting research activities	2,63	2,49	2,56
		3.5 Researcher's participation in the Research Institution bodies/boards, including those involved in decision-making and communication activities, is guaranteed	2,71	2,60	2,65
		3.6 Complaints/appeals of researchers and the conflicts between supervisors and early career researchers are fairly and efficiently handled	2,30	2,41	2,36
		3.7 An effective evaluation of the professional activities (research, teaching) of all researchers is regularly performed	2,79	2,77	2,78
		3.8 Teaching duties do not prevent researchers, especially at the beginning of their career, from performing their research activities	2,51	2,67	2,60
		3.9 Sufficient, specific measures are in place to encourage both women and men to combine family and work, children and career (eg part-time, tele-working, sabbatical leaves, nurseries, etc.).	2,01	2,36	2,19
Topic 4 Enhancing training, skills and experience of European researchers	2,23	4.1 Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	1,91	2,02	1,97
		4.2 Possibility for researchers to experience geographical, inter-and trans-disciplinary mobility, and also the intersectoral mobility between public and private sectors is guaranteed and actively promoted	2,50	2,36	2,43
		4.3 Proper plans for increasing researchers' skills and competence, needed for their career progression, are regularly designed by the Research Institution	2,07	2,12	2,10
		4.4 Mentors and/or supervisors are identified as persons to whom researchers, in the early stage of their career, can refer for carrying out their professional duties and for providing support and guidance for their cultural and professional development	2,78	2,59	2,68
		4.5 Training plans are elaborated as well to improve mentoring competencies, informing senior researchers on this opportunity	1,85	1,93	1,90

AGREEMENT: Averages by age range: Tab 27

Average by Age range: answers agreement distribution by Age range

Topic	Topic Average	Question	Until a 30 years	31-40	41-50	51-60	Over 60 years	Overall average
Topic 1 Open recruitment and portability of grants	2,49	1.1 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised nationally	2,71	2,76	2,93	2,86	3,26	2,87
		1.2 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised internationally (e.g. by the EURAXESS portal)	2,35	2,55	2,84	2,73	2,97	2,69
		1.3 The required skills are clearly stated to encourage the widest participation of potential pertinent candidates	2,95	2,85	2,80	2,76	3,05	2,86
		1.4 At the end of selection process, candidates are always adequately informed by the selection committees, at the end of the selection process, about weaknesses and strengths of their candidature	2,06	2,35	2,26	2,31	2,82	2,32
		1.5 The Research Institution makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, is properly considered by the selection committees	2,53	2,52	2,52	2,35	2,85	2,53
		1.6 Selection criteria, working conditions and rights - including career prospects - competencies and skills required by candidates are adequately described in the calls	2,64	2,65	2,79	2,51	3,00	2,69
		1.7 Selection committees usually include members from other countries	1,91	2,01	2,15	2,23	2,43	2,13
		1.8 Selection committees usually include members from outside the university system (e.g. private companies, public research institutions)	1,98	1,51	1,78	1,63	1,92	1,72
		1.9 Selection committees are always gender balanced	2,94	2,41	2,42	2,35	2,58	2,51
Topic 2 Meeting the social security and supplementary pensions needs of mobile researchers	2,37	2.1 Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or temporary)	1,90	1,67	1,82	1,81	2,39	1,85
		2.2 Researchers benefit adequate social security including sickness, parental benefits and pension rights according to existing national legislation	2,16	2,22	3,03	2,99	3,52	2,72
		2.3 Research Institution facilitates the access for the existing information on researchers social security rights	2,17	2,17	2,56	2,61	3,24	2,47
		2.4 Research Institution encourages its member State to adopt pan-EU pension schemes addressed to researchers	1,71	1,52	1,87	2,07	2,79	1,91
		2.5 Efforts are made for the provision of information specifically addressing researchers on the issue of supplementary pension rights	2,03	1,64	2,00	1,93	2,72	1,97
		2.6 Compliance with national or sectional regulations on health and safety is ensured	2,80	2,79	3,15	3,31	3,63	3,10
Topic 3 Attractive employment and working conditions	2,83	3.1 Sufficient attention is paid to avoid discrimination on the basis of gender, age, ethnic origin - national or social - religion or belief, sexual orientation, language, disability, political opinions, and social/economic conditions	3,51	3,38	3,22	3,22	3,47	3,34
		3.2 Autonomy and creativity of all researchers, including the early stage & early career researchers, are actively promoted	2,71	2,51	2,56	2,45	2,84	2,58
		3.3 Gender balance (equal opportunity) is actively searched for at all levels of staff, including those whose duties include supervision and management	3,34	2,78	2,82	2,70	3,00	2,88
		3.4 Research Institution departments provide a stimulating, pleasant to work-in environment, supporting research activities	2,74	2,50	2,54	2,44	2,68	2,56
		3.5 Researcher's participation in the Research Institution bodies/boards, including those involved in decision-making and communication activities, is guaranteed	2,56	2,43	2,79	2,62	3,00	2,65
		3.6 Complaints/appeals of researchers and the conflicts between supervisors and early career researchers are fairly and efficiently handled	2,32	2,15	2,29	2,46	2,77	2,36
		3.7 An effective evaluation of the professional activities (research, teaching) of all researchers is regularly performed	2,70	2,73	2,77	2,75	3,04	2,78
		3.8 Teaching duties do not prevent researchers, especially at the beginning of their career, from performing their research activities	2,70	2,47	2,39	2,58	3,11	2,60
		3.9 Sufficient, specific measures are in place to encourage both women and men to combine family and work, children and career (eg part-time, tele-working, sabbatical leaves, nurseries, etc.).	2,00	1,99	2,03	2,39	2,67	2,19
Topic 4 Enhancing training, skills and experience of European researchers	2,23	4.1 Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	2,58	1,87	1,80	1,79	2,16	1,97
		4.2 Possibility for researchers to experience geographical, inter- and trans-disciplinary mobility, and also the intersectoral mobility between public and private sectors is guaranteed and actively promoted	2,63	2,54	2,38	2,18	2,42	2,43
		4.3 Proper plans for increasing researchers' skills and competence, needed for their career progression, are regularly designed by the Research Institution	2,38	1,98	1,99	1,96	2,44	2,10
		4.4 Mentors and/or supervisors are identified as persons to whom researchers, in the early stage of their career, can refer for carrying out their professional duties and for providing support and guidance for their cultural and professional development	3,11	2,73	2,55	2,41	2,69	2,68
		4.5 Training plans are elaborated as well to improve mentoring competencies, informing senior researchers on this opportunity	2,09	1,85	1,76	1,84	2,11	1,90

AGREEMENT: Averages by category *Tab 28*

Averages by category : distribution agreement answers by role

Topic	Topic Average	Question	Research grant holders \Short-term Research Fellows	PhD Student	Technical staff	Full Professor	Associate Professors	Temporary researcher	Permanent researcher	Overall average
Topic 1 Open recruitment and portability of grants	2,49	1.1 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised nationally	2,67	2,58	2,00	3,24	2,94	3,28	2,83	2,87
		1.2 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised internationally (e.g. by the EURAXESS portal)	2,63	2,17	3,33	3,00	2,69	2,86	2,62	2,69
		1.3 The required skills are clearly stated to encourage the widest participation of potential pertinent candidates	2,81	2,91	2,50	3,11	2,75	3,04	2,74	2,86
		1.4 At the end of selection process, candidates are always adequately informed by the selection committees, at the end of the selection process, about weaknesses and strengths of their candidature	2,31	1,93	2,67	2,68	2,17	2,64	2,47	2,32
		1.5 The Research Institution makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, is properly considered by the selection committees	2,48	2,48	1,60	2,82	2,42	2,87	2,40	2,53
		1.6 Selection criteria, working conditions and rights - including career prospects - competencies and skills required by candidates are adequately described in the calls	2,62	2,58	2,00	3,02	2,57	2,96	2,72	2,69
		1.7 Selection committees usually include members from other countries	1,75	2,03	2,00	2,28	2,17	2,36	2,37	2,13
		1.8 Selection committees usually include members from outside the university system (e.g. private companies, public research institutions)	1,69	1,86	3,00	1,65	1,64	1,50	1,81	1,72
		1.9 Selection committees are always gender balanced	2,42	2,78	1,50	2,54	2,46	2,74	2,33	2,51
Topic 2 Meeting the social security and supplementary pensions needs of mobile researchers	2,37	2.1 Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or temporary)	1,56	1,94	2,25	2,17	1,79	2,07	1,81	1,85
		2.2 Researchers benefit adequate social security including sickness, parental benefits and pension rights according to existing national legislation	1,89	2,15	3,20	3,48	3,09	2,76	2,87	2,72
		2.3 Research Institution facilitates the access for the existing information on researchers social security rights	1,92	2,29	2,50	3,13	2,74	2,29	2,38	2,47
		2.4 Research Institution encourages its member State to adopt pan-EU pension schemes addressed to researchers	1,57	1,77	1,67	2,60	1,82	1,82	1,87	1,91
		2.5 Efforts are made for the provision of information specifically addressing researchers on the issue of supplementary pension rights	1,57	2,06	2,25	2,45	2,06	1,65	1,98	1,97
		2.6 Compliance with national or sectional regulations on health and safety is ensured	2,60	2,66	2,40	3,67	3,32	3,00	3,26	3,10
Topic 3 Attractive employment and working conditions	2,83	3.1 Sufficient attention is paid to avoid discrimination on the basis of gender, age, ethnic origin - national or social - religion or belief, sexual orientation, language, disability, political opinions, and social/economic conditions	3,45	3,41	2,00	3,54	3,29	3,15	3,23	3,34
		3.2 Autonomy and creativity of all researchers, including the early stage & early career researchers, are actively promoted	2,44	2,72	1,83	2,93	2,42	2,81	2,51	2,58
		3.3 Gender balance (equal opportunity) is actively searched for at all levels of staff, including those whose duties include supervision and management	2,76	3,26	1,83	3,11	2,80	2,86	2,68	2,88
		3.4 Research Institution departments provide a stimulating, pleasant to work-in environment, supporting research activities	2,48	2,71	1,83	2,74	2,44	2,73	2,51	2,56
		3.5 Researcher's participation in the Research Institution bodies/boards, including those involved in decision-making and communication activities, is guaranteed	2,23	2,67	2,00	3,05	2,76	2,93	2,41	2,65
		3.6 Complaints/appeals of researchers and the conflicts between supervisors and early career researchers are fairly and efficiently handled	2,00	2,52	2,00	2,94	2,24	2,62	2,10	2,36
		3.7 An effective evaluation of the professional activities (research, teaching) of all researchers is regularly performed	2,58	2,67	2,50	3,02	2,80	2,93	2,78	2,78
		3.8 Teaching duties do not prevent researchers, especially at the beginning of their career, from performing their research activities	2,60	2,79	2,00	3,11	2,44	2,43	2,28	2,60
		3.9 Sufficient, specific measures are in place to encourage both women and men to combine family and work, children and career (eg part-time, tele-working, sabbatical leaves, nurseries, etc.).	1,79	2,19	2,17	2,64	2,13	2,21	2,23	2,19
Topic 4 Enhancing training, skills and experience of European researchers	2,23	4.1 Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	1,84	2,58	1,50	2,19	1,83	1,85	1,69	1,97
		4.2 Possibility for researchers to experience geographical, inter- and trans-disciplinary mobility, and also the intersectoral mobility between public and private sectors is guaranteed and actively promoted	2,53	2,67	2,33	2,35	2,22	2,85	2,24	2,43
		4.3 Proper plans for increasing researchers' skills and competence, needed for their career progression, are regularly designed by the Research Institution	2,00	2,43	1,60	2,38	1,98	2,00	1,91	2,10
		4.4 Mentors and/or supervisors are identified as persons to whom researchers, in the early stage of their career, can refer for carrying out their professional duties and for providing support and guidance for their cultural and professional development	2,92	3,12	2,50	2,69	2,42	2,84	2,18	2,68
		4.5 Training plans are elaborated as well to improve mentoring competencies, informing senior researchers on this opportunity	1,78	2,28	1,67	1,98	1,79	2,04	1,76	1,90

AGREEMENT: Averages by length of service Tab 29

Average by range of length of service: distribution of agreement answers by length of service

Topic	Topic average	Question	up to 5 years	from 6 up to 10 years	from 11 up to 20 years	over 20 years	overall average
Topic 1 Open recruitment and portability of grants	2,49	1.1 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised nationally	2,70	2,96	2,88	3,09	2,87
		1.2 Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised internationally (e.g. by the EURAXESS portal)	2,42	2,81	2,75	2,94	2,69
		1.3 The required skills are clearly stated to encourage the widest participation of potential pertinent candidates	2,86	2,95	2,74	2,95	2,86
		1.4 At the end of selection process, candidates are always adequately informed by the selection committees, at the end of the selection process, about weaknesses and strengths of their candidature	2,24	2,38	2,29	2,47	2,32
		1.5 The Research Institution makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, is properly considered by the selection committees	2,60	2,53	2,35	2,64	2,53
		1.6 Selection criteria, working conditions and rights - including career prospects - competencies and skills required by candidates are adequately described in the calls	2,74	2,62	2,60	2,79	2,69
		1.7 Selection committees usually include members from other countries	1,97	2,24	2,18	2,22	2,13
		1.8 Selection committees usually include members from outside the university system (e.g. private companies, public research institutions)	1,70	1,78	1,64	1,80	1,72
		1.9 Selection committees are always gender balanced	2,64	2,67	2,36	2,40	2,51
Topic 2 Meeting the social security and supplementary pensions needs of mobile researchers	2,37	2.1 Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or temporary)	1,88	1,62	1,81	2,06	1,85
		2.2 Researchers benefit adequate social security including sickness, parental benefits and pension rights according to existing national legislation	2,37	2,38	2,99	3,25	2,72
		2.3 Research Institution facilitates the access for the existing information on researchers social security rights	2,28	2,23	2,51	2,95	2,47
		2.4 Research Institution encourages its member State to adopt pan-EU pension schemes addressed to researchers	1,83	1,50	1,94	2,33	1,91
		2.5 Efforts are made for the provision of information specifically addressing researchers on the issue of supplementary pension rights	1,88	1,64	2,01	2,33	1,97
		2.6 Compliance with national or sectional regulations on health and safety is ensured	2,87	3,09	3,14	3,40	3,10
Topic 3 Attractive employment and working conditions	2,83	3.1 Sufficient attention is paid to avoid discrimination on the basis of gender, age, ethnic origin - national or social - religion or belief, sexual orientation, language, disability, political opinions, and social/economic conditions	3,45	3,43	3,20	3,28	3,34
		3.2 Autonomy and creativity of all researchers, including the early stage & early career researchers, are actively promoted	2,67	2,60	2,45	2,58	2,58
		3.3 Gender balance (equal opportunity) is actively searched for at all levels of staff, including those whose duties include supervision and management	3,04	3,02	2,71	2,80	2,88
		3.4 Research Institution departments provide a stimulating, pleasant to work-in environment, supporting research activities	2,69	2,43	2,53	2,46	2,56
		3.5 Researcher's participation in the Research Institution bodies/boards, including those involved in decision-making and communication activities, is guaranteed	2,62	2,48	2,66	2,81	2,65
		3.6 Complaints/appeals of researchers and the conflicts between supervisors and early career researchers are fairly and efficiently handled	2,42	2,22	2,27	2,53	2,36
		3.7 An effective evaluation of the professional activities (research, teaching) of all researchers is regularly performed	2,76	2,73	2,72	2,93	2,78
		3.8 Teaching duties do not prevent researchers, especially at the beginning of their career, from performing their research activities	2,73	2,43	2,35	2,88	2,60
		3.9 Sufficient, specific measures are in place to encourage both women and men to combine family and work, children and career (eg part-time, tele-working, sabbatical leaves, nurseries, etc.).	2,07	2,07	2,11	2,54	2,19
Topic 4 Enhancing training, skills and experience of European researchers	2,23	4.1 Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	2,24	1,81	1,80	1,93	1,97
		4.2 Possibility for researchers to experience geographical, inter- and trans-disciplinary mobility, and also the intersectoral mobility between public and private sectors is guaranteed and actively promoted	2,69	2,43	2,26	2,19	2,43
		4.3 Proper plans for increasing researchers' skills and competence, needed for their career progression, are regularly designed by the Research Institution	2,29	1,98	1,89	2,17	2,10
		4.4 Mentors and/or supervisors are identified as persons to whom researchers, in the early stage of their career, can refer for carrying out their professional duties and for providing support and guidance for their cultural and professional development	2,86	2,60	2,48	2,68	2,68
		4.5 Training plans are elaborated as well to improve mentoring competencies, informing senior researchers on this opportunity	2,10	1,68	1,78	1,94	1,90