Questionnaire on working conditions and recruitment of researchers
Answers to the survey

Target population: 1126 peoples

- 858 Lecturer
- 11 Postdoctoral students
- 142 Doctoral students
- 115 Engineers, technicians and administrative staff in research

398 participants
Participation rate: 35.35%
Class of participants

- R1: 58.29%
- R2: 18.09%
- R3 - R4: 18.09%
- Unknown: 5.28%

Seniority of participants

- Less than 2 years: 13%
- Between 2 and 5 years: 15%
- Between 5 and 10 years: 18%
- More than 10 years: 54%
Prerequisites

Do you know:

- The Code of Conduct for Recruiting Researchers: 89.95% Yes, 10.05% No
- The European Charter for Researchers: 87.69% Yes, 12.31% No
- The HRS4R Label: 84.92% Yes, 15.08% No
- The Logo: 82.46% Yes, 7.54% No
Responsibility

Specify how important each of the following is in conducting your research activities:

- Not important or not very important
- Quite important
- Very important

<table>
<thead>
<tr>
<th>Topic</th>
<th>Not important or not very important</th>
<th>Quite important</th>
<th>Very important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compliance with ethical principles</td>
<td>1.63%</td>
<td>75.51%</td>
<td>23.11%</td>
</tr>
<tr>
<td>The usefulness of the work to society</td>
<td>6.78%</td>
<td>44.92%</td>
<td>49.32%</td>
</tr>
<tr>
<td>Compliance with intellectual property law</td>
<td>4.39%</td>
<td>23.11%</td>
<td>72.51%</td>
</tr>
<tr>
<td>Compliance with joint ownership of data</td>
<td>6.07%</td>
<td>26.72%</td>
<td>67.21%</td>
</tr>
<tr>
<td>Compliance with clauses of the contract</td>
<td>6.33%</td>
<td>32.91%</td>
<td>60.76%</td>
</tr>
<tr>
<td>Legislation relating to health and safety</td>
<td>17.30%</td>
<td>29.54%</td>
<td>53.16%</td>
</tr>
<tr>
<td>Legislation relating to data protection and ensuring confidentiality</td>
<td>5.74%</td>
<td>33.61%</td>
<td>60.65%</td>
</tr>
</tbody>
</table>
Responsibility

Evaluate your level of responsibility in your research work towards:

- YOUR EMPLOYER
  - Not important: 3.98%
  - Not very important: 16.81%
  - Quite important: 40.27%
  - Very important: 38.94%

- ORGANISATIONS WHICH FINANCE YOU
  - Not important: 8.56%
  - Not very important: 9.91%
  - Quite important: 37.84%
  - Very important: 43.69%

- SOCIETY AS A WHOLE (IN PARTICULAR AS REGARDS THE USE OF PUBLIC FUNDS)
  - Not important: 4.89%
  - Not very important: 9.78%
  - Quite important: 40.44%
  - Very important: 44.89%
Responsibility

Is your research work:

- Marketed: 93.88% Yes, 6.12% No
- Made available/brought to the knowledge of the public (scientific journals, conferences, etc.): 78.78% Yes, 21.22% No
- Transferred to other research organisations: 88.57% Yes, 11.43% No
- Others: 93.47% Yes, 6.53% No

Comments « others »:
- Communicated to socio-economic actors
- Private
- Training supports
- Shared open source
- Available to the employer (CIFRE)
- Patents
- Worked in collaboration with international teams
Nondiscrimination

Do you feel that you have already been discriminated against by your employer:

- Yes: 19.56%
- No: 80.44%

Would you know who to contact at URCA if the situation arose?

- Yes: 29.52%
- No: 70.48%

Discrimination criteria cited:
- Gender:
  - Promotions
  - Imposed part-time work after maternity leave
- Subjects
- Professional category
- Age
- Political views
- Membership or non-membership of a trade union
**Evaluation**

**Is your professional performance assessed by your employer:**

<table>
<thead>
<tr>
<th>Never</th>
<th>Occasionally</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>19,72%</td>
<td>50,23%</td>
<td>30,05%</td>
</tr>
</tbody>
</table>

**Mark from 1 (not transparent at all) to 5 (fully transparent) the transparency of the evaluation methods:**

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>23,47%</td>
<td>15,96%</td>
<td>29,11%</td>
<td>22,07%</td>
<td>9,39%</td>
</tr>
</tbody>
</table>

**Comments:**

- Lack of transparency on promotions
- Procedure 46-3: pre-assigned positions
- Lack of transparency on the criteria for the attribution of the HDR
Mark from 1 (very little) to 5 (total) the freedom which you have in your research work as regards:

- The choice of subject
- The choice of method
- The resources allocated
Recruitment

Did you have information, before your recruitment, about the selection process:

- Yes: 59.90%
- Partially: 27.54%
- No: 12.56%

Did you have information, before your recruitment, about the career prospects:

- Yes: 40.78%
- Partially: 33.01%
- No: 26.21%

Comments:
- Too short deadlines
- Cooptation
- Lack of transparency
- Jury members not trained in recruitment
- Not enough external members on the jury
- Subjective recruitment
- Not enough emphasis on teaching
- Lack of information on compensation and career opportunities
Recruitment

Were the following points addressed/taken into account when you were recruited?

- Professional experience as a whole (remarkable results, skills acquired, team work, etc.):
  - Yes: 80.77%
  - Partially: 14.90%
  - No: 4.33%

- Experiences of mobility (stays abroad, change of discipline, experience in the private sector, etc.):
  - Yes: 36.95%
  - Partially: 28.08%
  - No: 34.98%

- Your university of origin:
  - Yes: 36.10%
  - Partially: 29.27%
  - No: 34.63%

- Years of experience:
  - Yes: 15.69%
  - Partially: 28.43%
  - No: 55.88%
Working conditions

Do you feel that you are thought of as being professional when you are working?

- Yes: 60.80%
- Partially: 31.16%
- No: 8.04%

Comments:
- Lack of funds
- Binding administrative procedures
- Lack of communication between presidency and researchers: misunderstood policy
- Low wages and not enough financial means to attend conferences
- Post doctoral students considered as students
- Humanities and social sciences less well recognized than other discipline
- Personal investment not sufficiently recognized
Working conditions

Evaluate the following areas in exercising your duties as a researcher:

- Environment: equipment, facilities
- Training, collaborations by networks
- Flexible schedule: to complete your research work
- Flexible schedule: to combine work and family life
- Equal treatment of men and women
- Career opportunities
- Opportunities for mobility (geographical, inter-sector, interdisciplinary, public/private, etc.)
- Protection of your intellectual property rights

- Insufficient
- Room for improvement
- Satisfactory or very satisfactory
Working conditions

Comments:

➢ Poor working conditions
➢ Lack of recognition
➢ Difficulty to obtain financing
➢ Lack of visibility of the political strategy
➢ Administrative constraints
➢ Not enough flexibility to spend budgets
➢ Ticket system doesn't work well with the DPLDD
Supervision of young researchers

How would you describe your relationship with the person in charge of your thesis/internship?

- Not good enough: 16.67%
- Ok: 30.00%
- Regular and structured contact: 53.33%

If you are a young researcher (defended a thesis in the last 10 years) or ITRF (engineer, technician or administrative staff in research), how would you describe your supervision in the team?

- Not good enough: 15.56%
- Ok: 51.11%
- Regular and structured contact: 33.33%

Comments:
- Too few follow-up meetings
- Writing of the thesis abandoned because of the work
- Person in charge of the thesis not available enough
- Lack of ethics of the person in charge of the thesis
- Difficulties integrating into the team because of working at a remote site
Training

Do you attend training offered by URCA?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Occasionally</th>
<th>Several times a year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage</td>
<td>38.02%</td>
<td>53.13%</td>
<td>8.85%</td>
</tr>
</tbody>
</table>

Do you attend training offered by another organisation?

<table>
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<td>Percentage</td>
<td>58.03%</td>
<td>34.20%</td>
<td>7.77%</td>
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</table>

Comments:
- Lack of time
- Topics that concern administrative staff
- Training slots at the same time as course hours
- Lack of information on how to participate in specific training courses on the research topic
- Training could be shared with other institutions
Would you like to attend more training if it was offered In e-learning (remotely via the Internet)?

- Yes: 60.87%
- No: 39.13%

Would you like to attend more training if it was offered In your department?

- Yes: 76.63%
- No: 23.37%

Suggestions:
- Languages
- Computers/bioinformatics: specialized software, statistics, Excel, ...
- Innovative pedagogy
- Supervision/management, project management
- Research Methodology
- Anthropology of images, scientific mediation, hypnosis