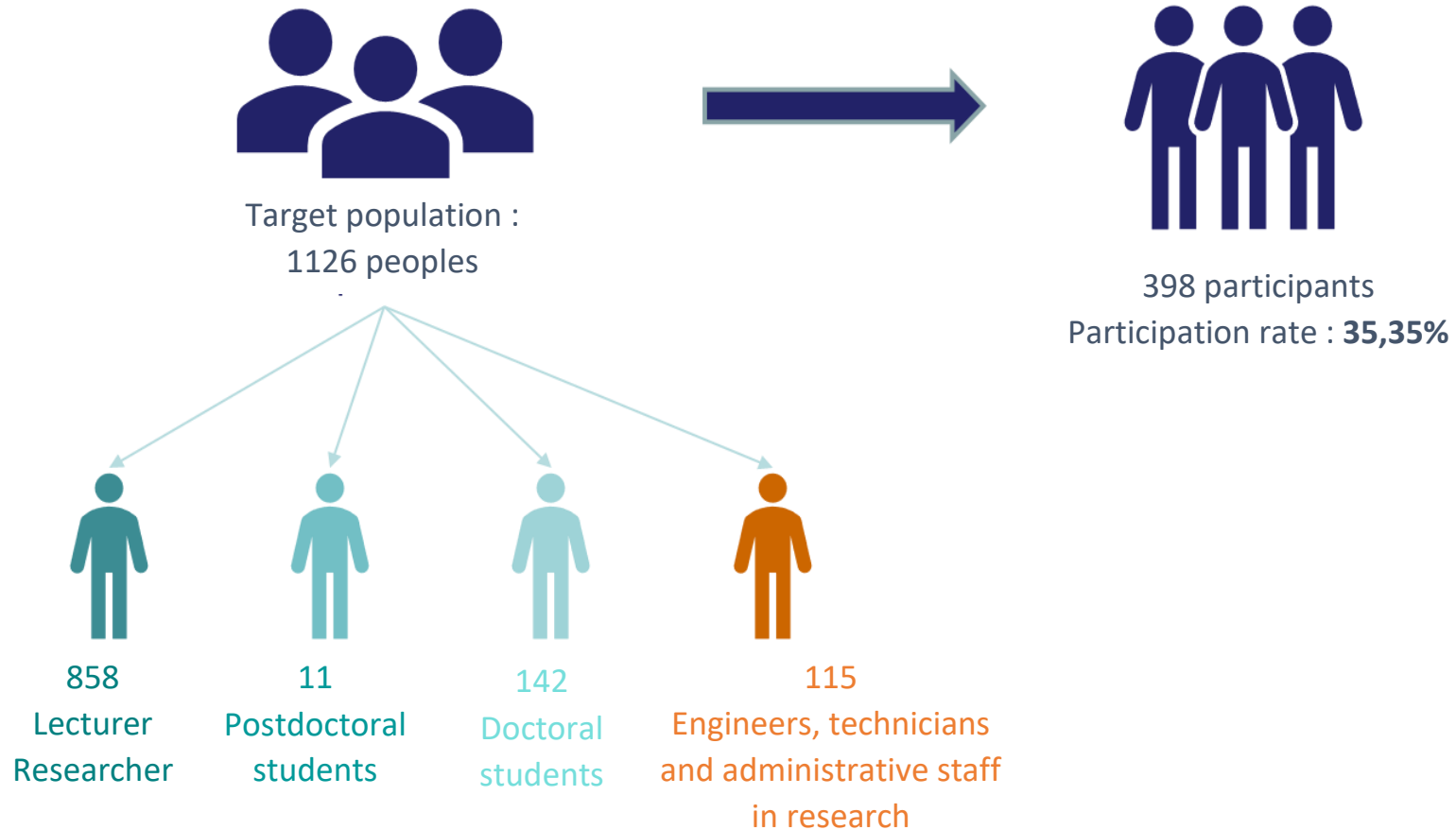


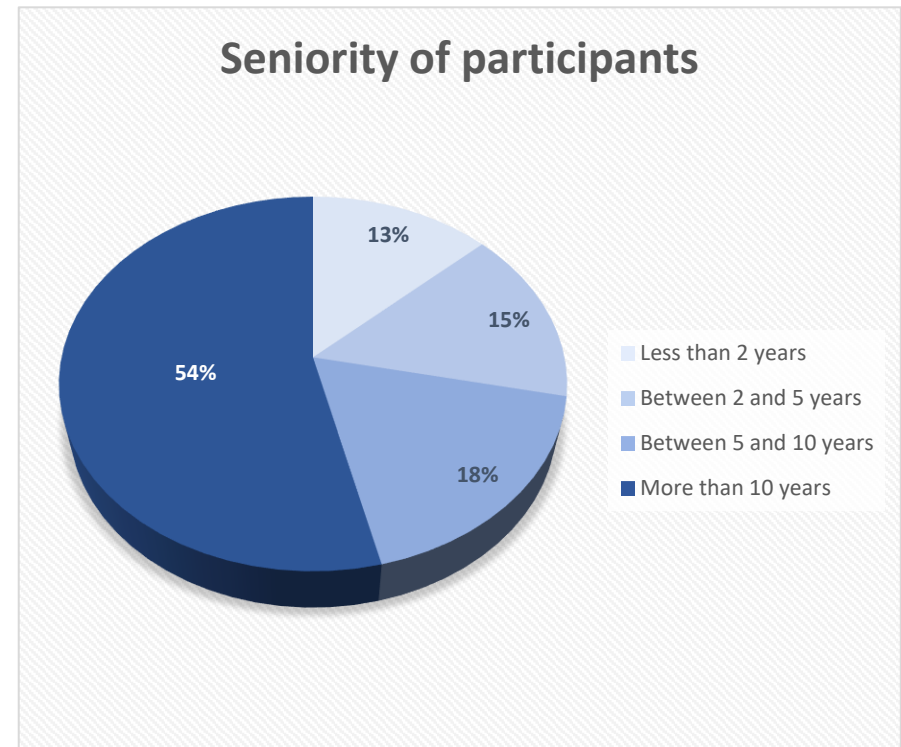
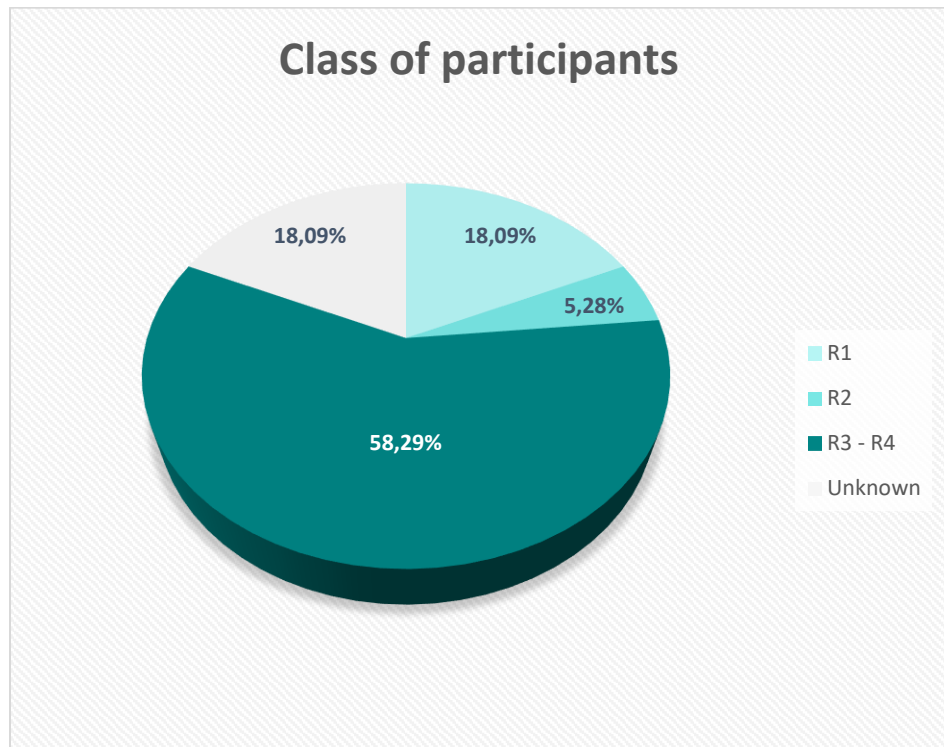
Questionnaire on working conditions and recruitment of researchers



Answers to the survey

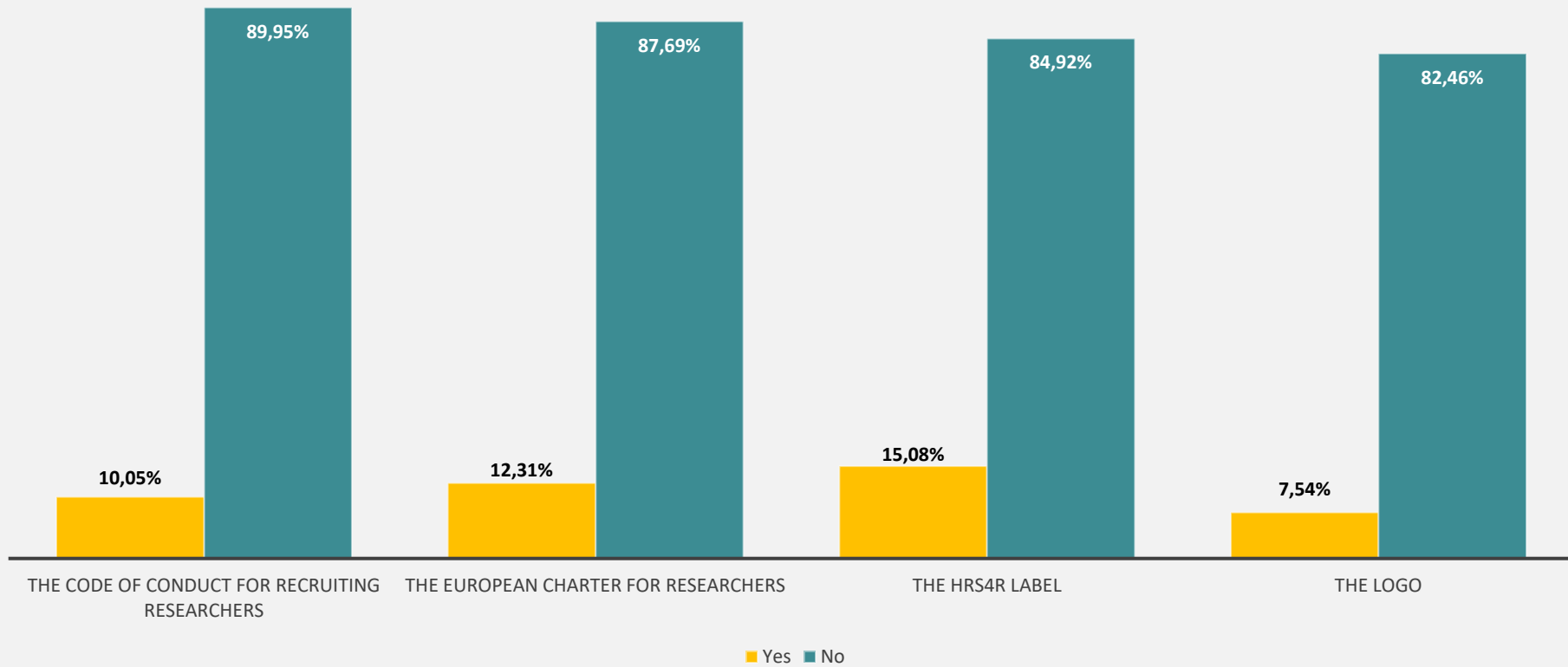


Class of participants



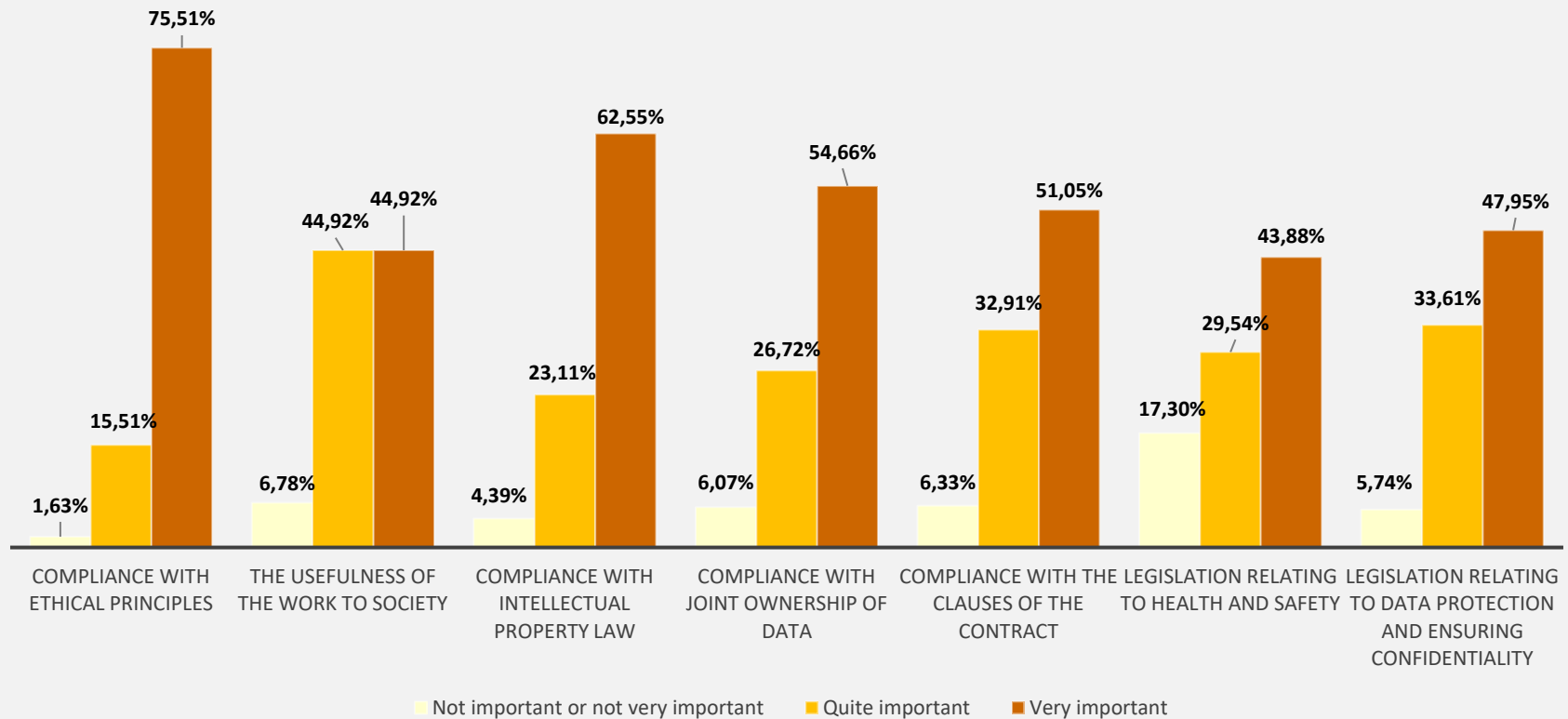
Prerequisites

Do you know:



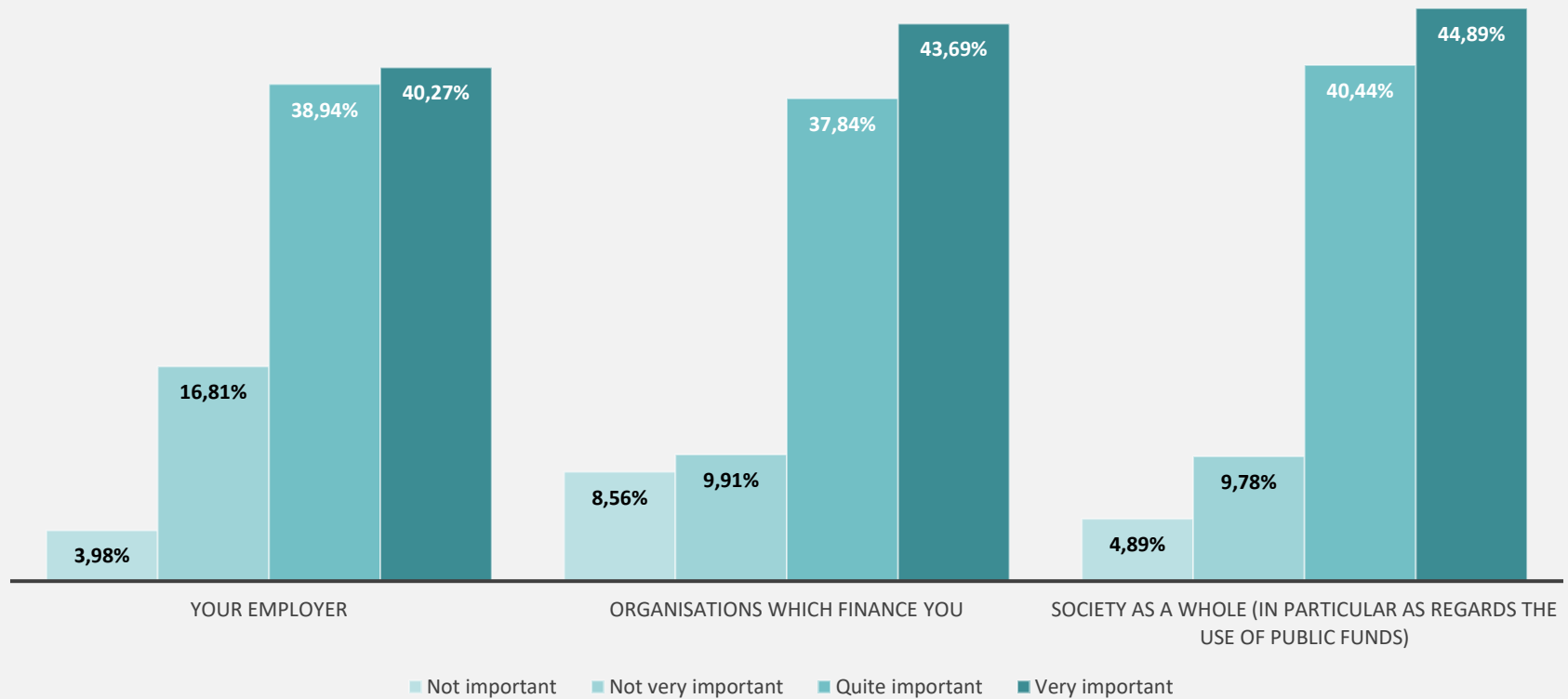
Responsibility

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



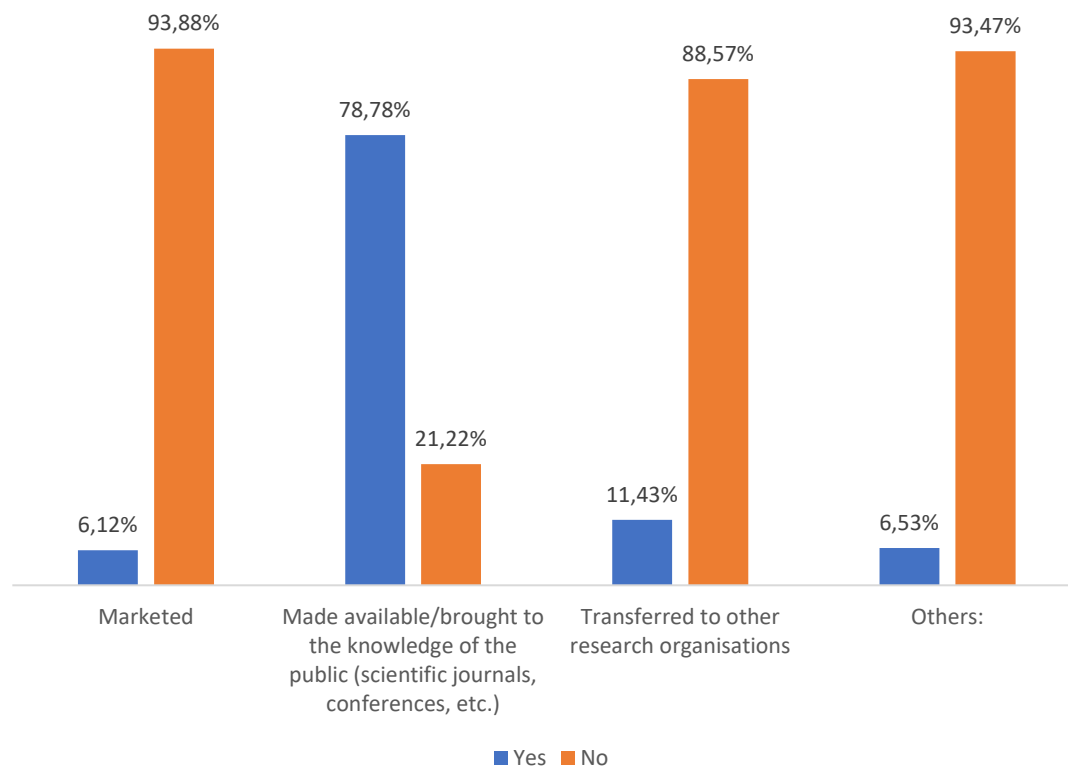
Responsibility

Evaluate your level of responsibility in your research work towards:



Responsibility

Is your research work:

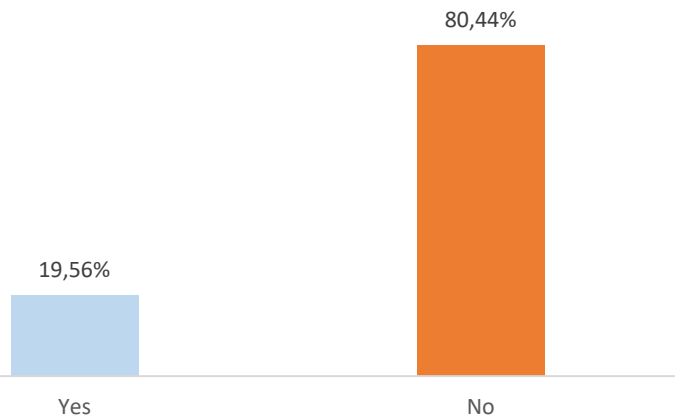


Comments « others » :

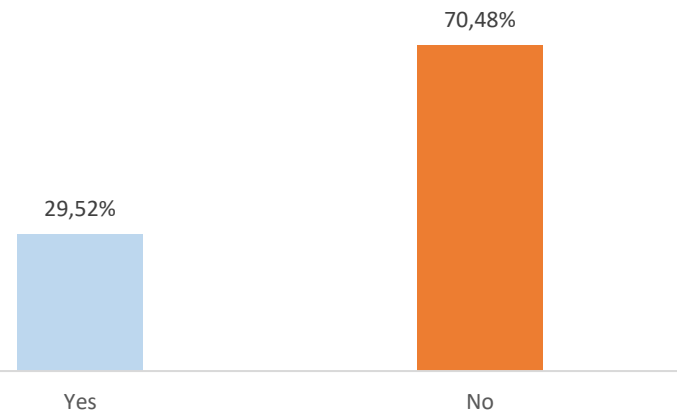
- Communicated to socio-economic actors
- Private
- Training supports
- Shared open source
- Available to the employer (CIFRE)
- Patents
- Worked in collaboration with international teams

Nondiscrimination

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



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

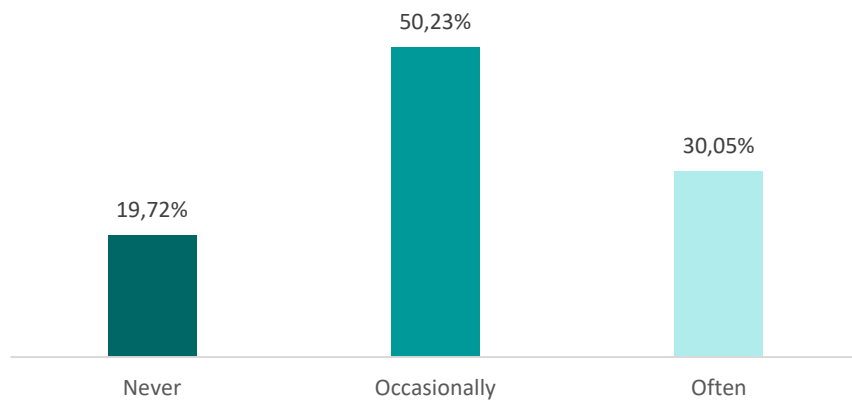


Discrimination criteria cited :

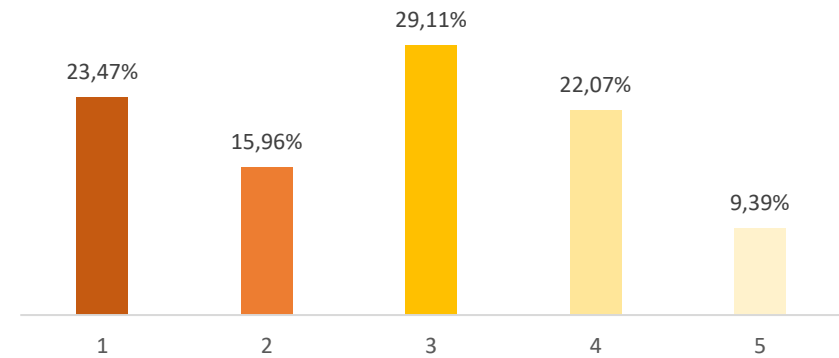
- Gender :
 - Promotions
 - Imposed part-time work after maternity leave
- Subjects
- Professional category
- Age
- Political views
- Membership or non-membership of a trade union

Evaluation

Is your professional performance assessed by your employer:



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

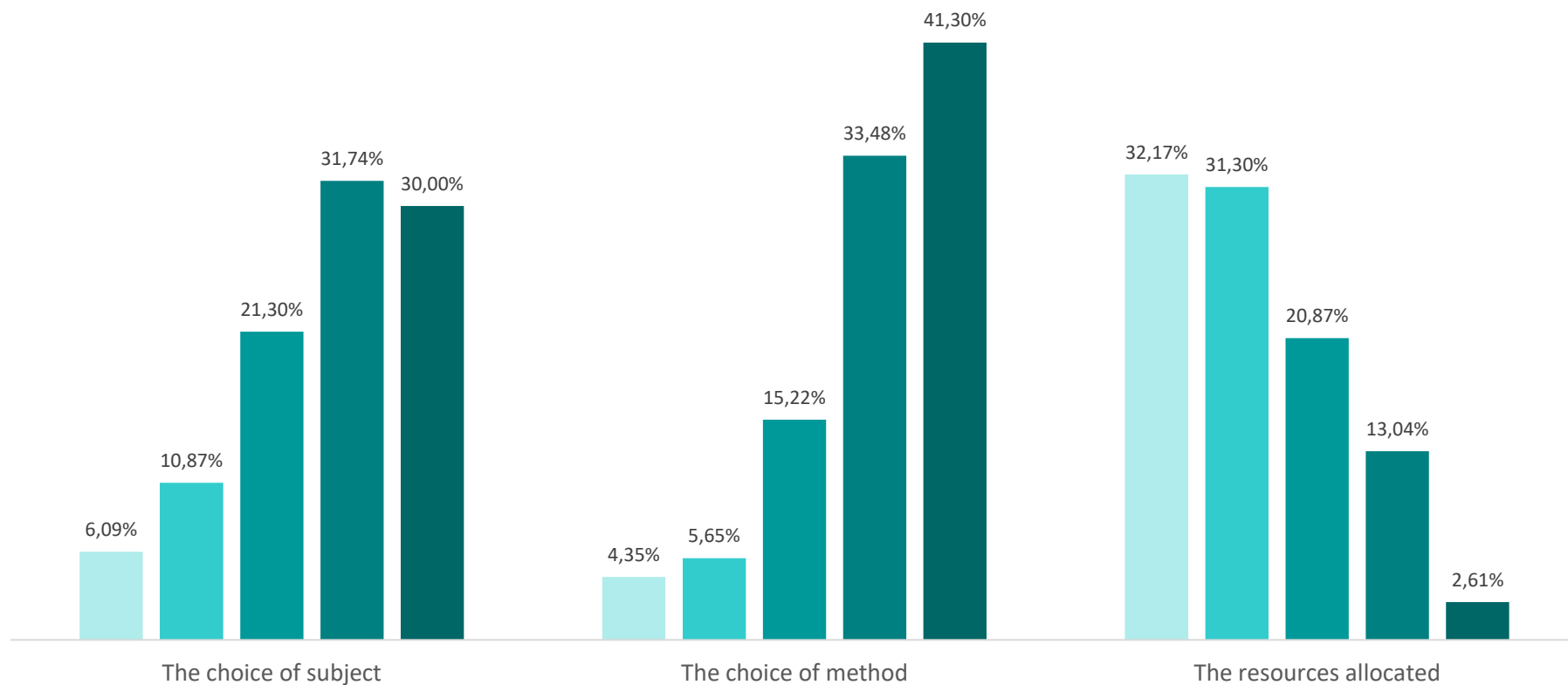


Comments :

- Lack of transparency on promotions
- Procedure 46-3 : pre-assigned positions
- Lack of transparency on the criteria for the attribution of the HDR

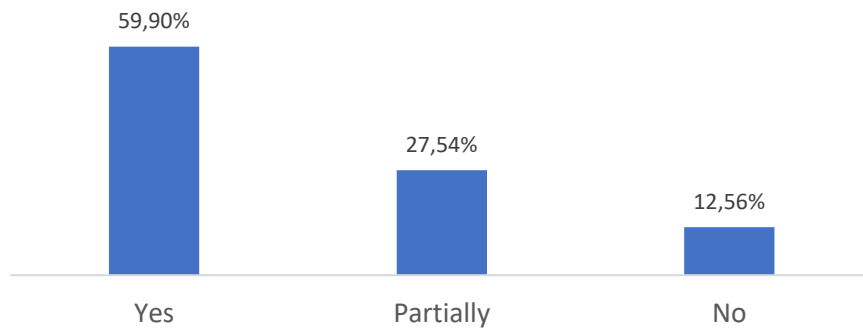
Freedom in research work

Mark from 1 (very little) to 5 (total) the freedom which you have in your research work as regards:

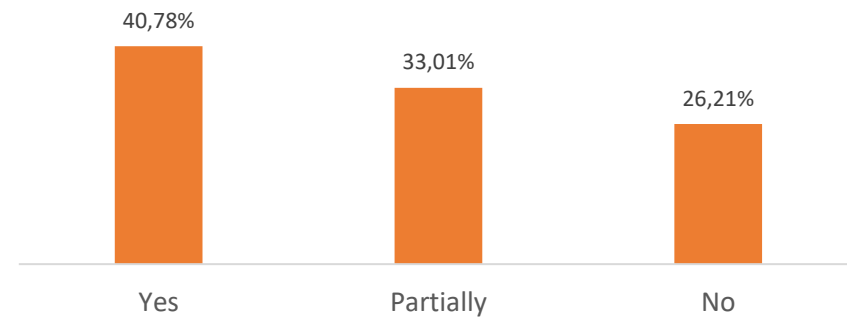


Recruitment

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



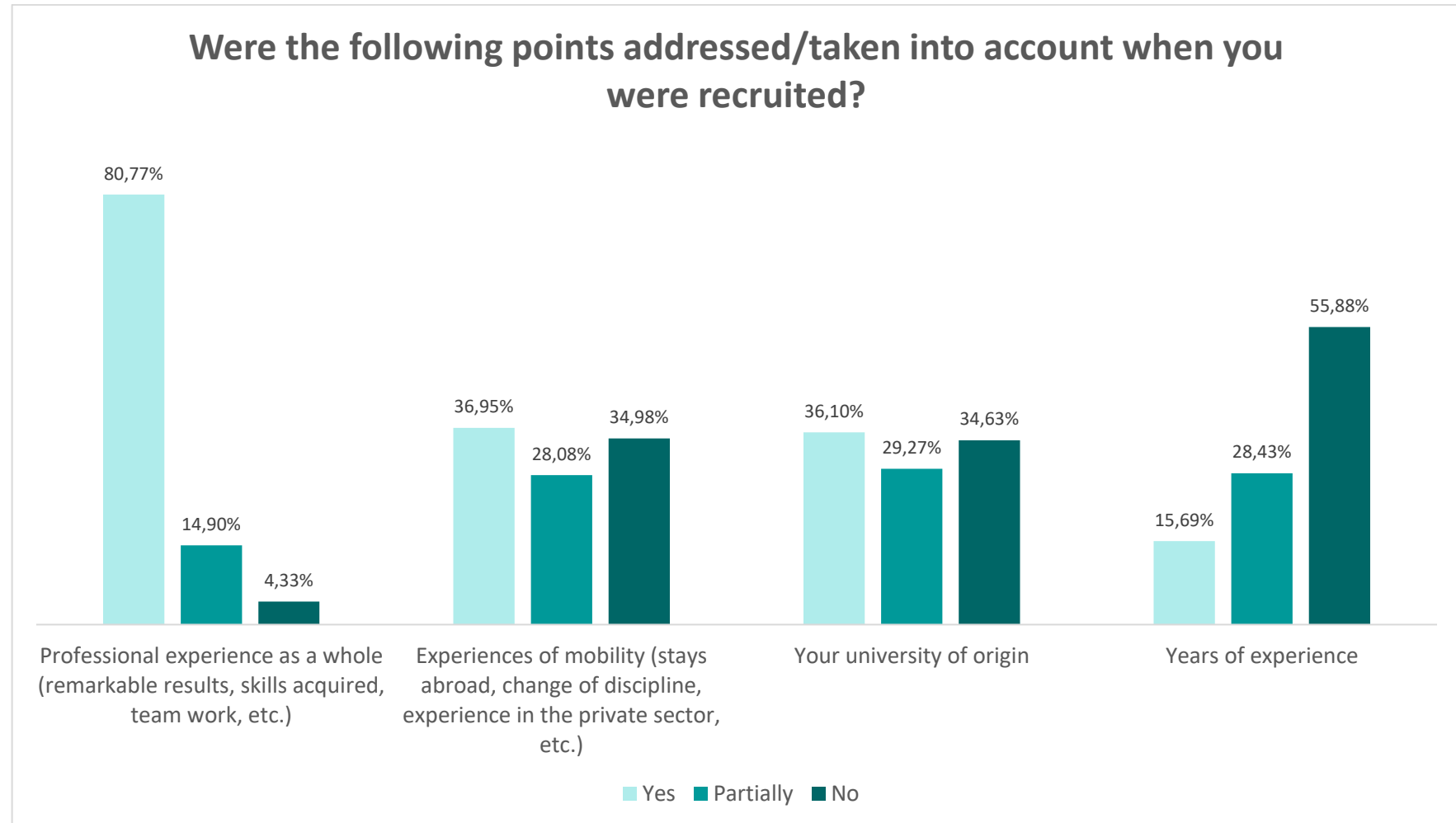
Did you have information, before your recruitment, about the career prospects:



Comments :

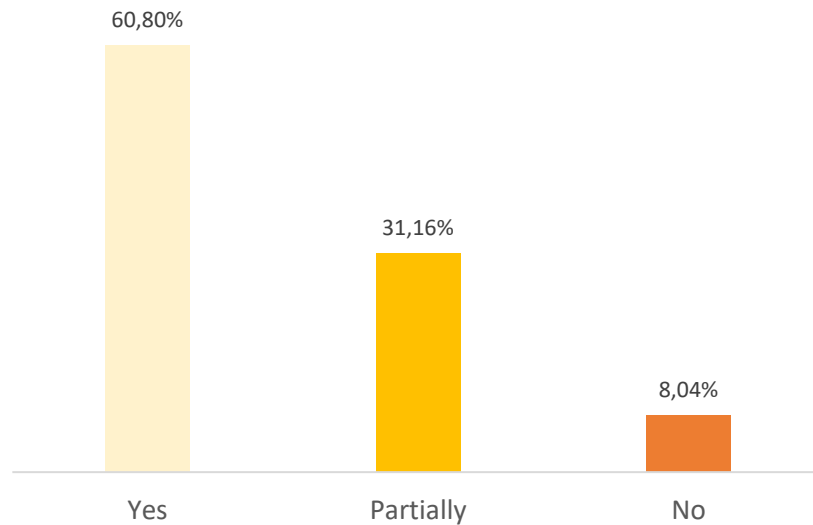
- Too short deadlines
- Cooptation
- Lack of transparency
- Jury members not trained in recruitment
- Not enough external members on the jury
- Subjective recruitment
- Not enough emphasis on teaching
- Lack of information on compensation and career opportunities

Recruitment



Working conditions

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

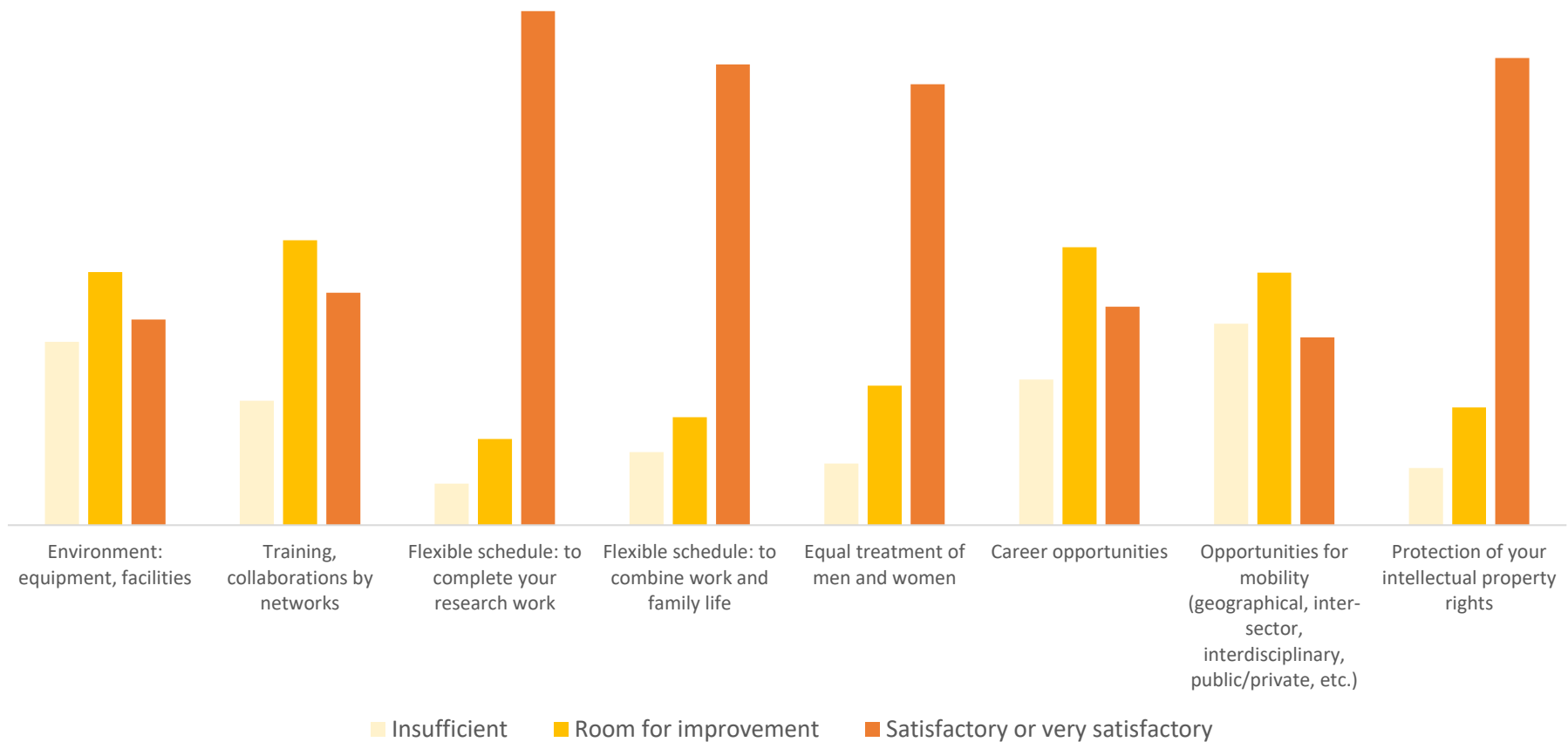


Comments :

- 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:



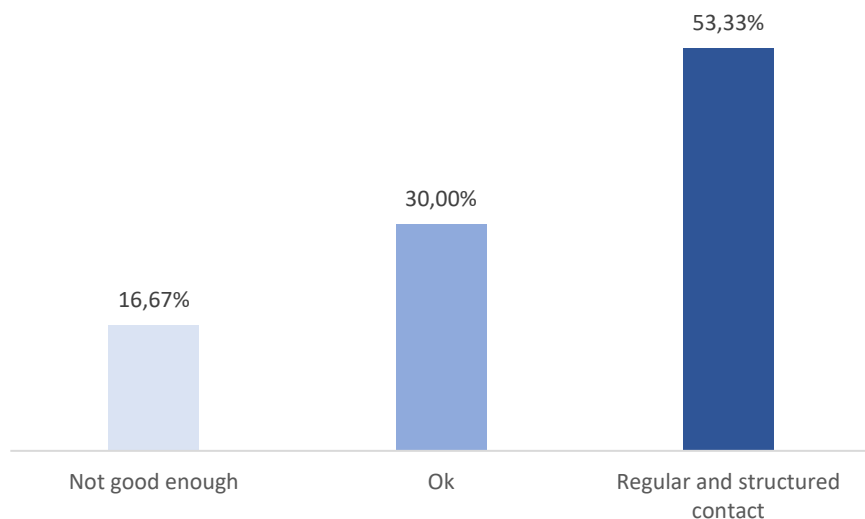
Working conditions

Comments:

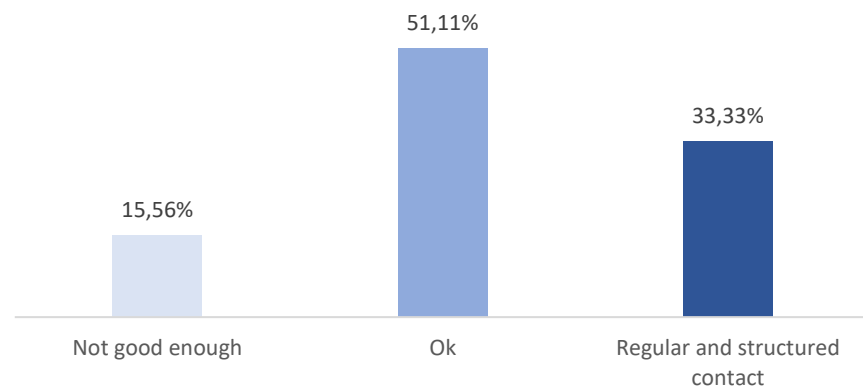
- Poor working conditions
- Lack of recognition
- Difficulty to obtain financing
- Lack of visibility of the political strategy
- Administrative constraints
- Not enough flexibility to spend budgets
- Ticket system doesn't work well with the DPLDD

Supervision of young researchers

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



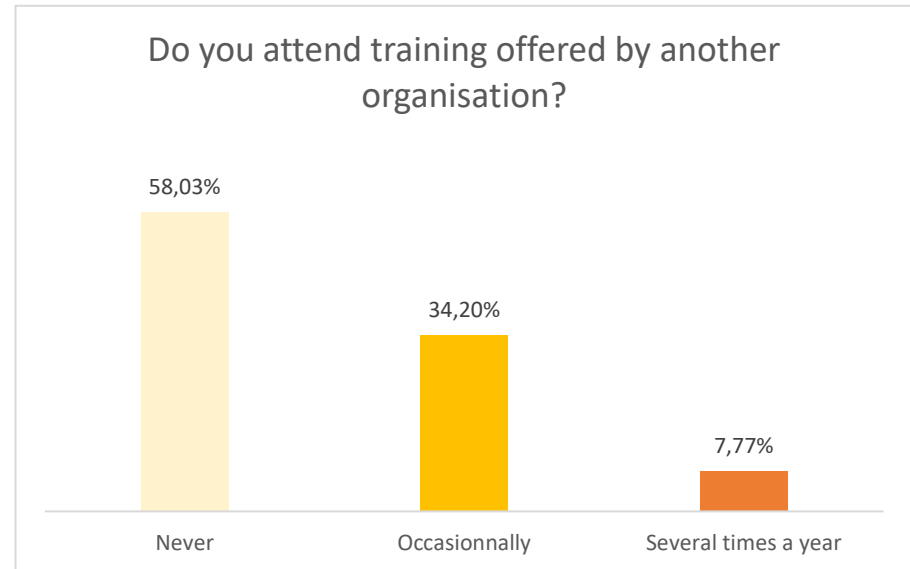
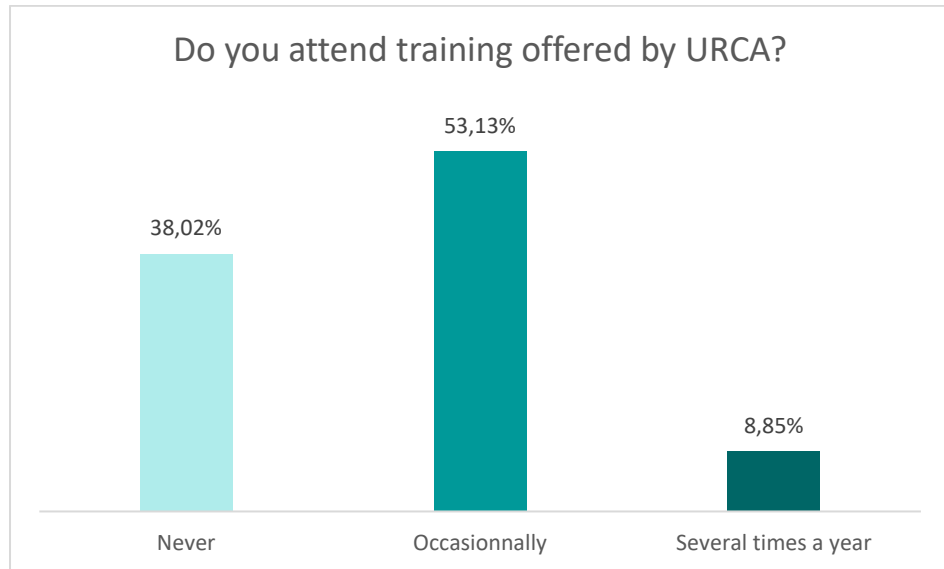
If you are a young researcher (defended a thesis in the last 10 years) or ITRF (engineer, technician or administrative staff in research), how would you describe your supervision in the team?



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

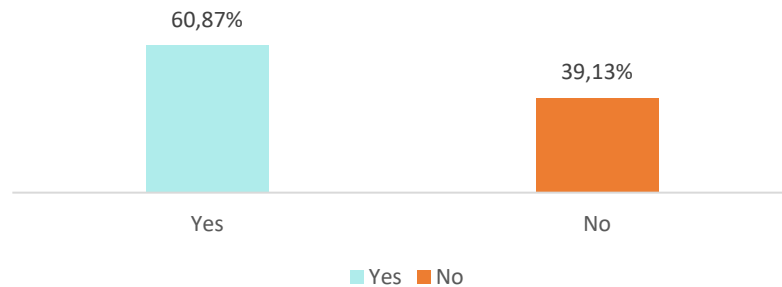


Comments :

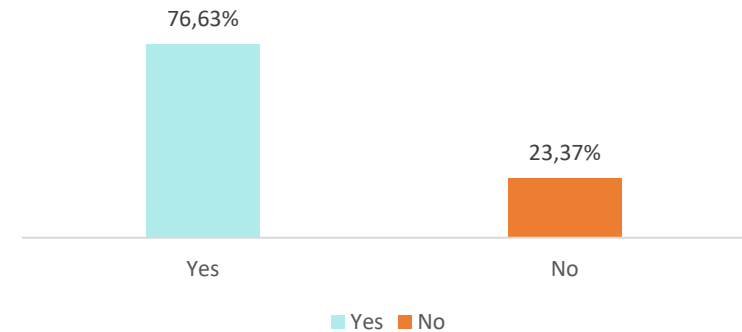
- Lack of time
- Topics that concern administrative staff
- Training slots at the same time as course hours
- Lack of information on how to participate in specific training courses on the research topic
- Training could be shared with other institutions

Training

Would you like to attend more training if it was offered In e-learning (remotely via the Internet)?



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



Suggestions:

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