

Survey for the new 2024-2026 Action Plan HRS4R

Survey results

Septembre 2023

1. General survey preparation process

The UOC continues to work on improving the [Human Resources Strategy for Researchers](#) at the UOC and renewing the European Commission's HR Excellence in Research Award recognizing institutions that make progress in aligning their human resources policies to the 40 principles of the [Charter and Code](#) with a custom HR strategy/action plan.

This is why the Implementation and Monitoring Committee (IMC) has started to prepare the new 2024-2026 Action Plan.

We'll start by focusing on this questionnaire, which seeks to find out what the members of the UOC's research community think about the degree of implementation or knowledge of, and importance given to the principles of the [Charter and Code](#), structured around the following four areas:

- Ethical and professional
- Recruitment and selection
- Working conditions, and health and safety
- Training and development

As a stakeholder, and in order to carry out a participatory process in which everyone in the research community has their voice heard, we'd be grateful if you could answer this survey, which is anonymous and will be available until 15th September 2023.

[Link to the survey in English](#)

If you have any questions, email hrstrategy@uoc.edu.

Thank you for taking part.

The target audience will be all R&I staff at the UOC.

The survey will be made available to the entire target audience by email, and a notice will be posted on the intranet and in the weekly R&I and UOC newsletters (in English, Catalan and Spanish), with a link to the survey.

The survey will be available from 17th July to 15th September 2023

A reminder in the form of a notice on the intranet will be posted a few days before the survey is taken offline.

Anonymity and data protection (in accordance with the Spanish Data Protection Law (LOPD)) will be guaranteed throughout the process.

The survey has been coordinated by the UOC HRS4R Implementation and Monitoring Committee, which is in charge of designing, scheduling, processing and analysing it.

The questionnaire will be designed in accordance with the following sections:

1. Introduction to the general context.

2. Segmentation variables: gender, age group, area (department, faculty or research centre), geographic area, contract type, role, research profile, etc.

3. General questions on how much people at the UOC know about HRS4R.

4. Assessment of the degree of implementation or knowledge of, and importance given to the principles of the Charter and Code at the UOC, split into four sections:

- Ethical and professional
- Recruitment and selection
- Working conditions and health and safety
- Training and development

Each respondent must enter a score for each question on:

- **Degree of implementation or knowledge:** respondents will be asked to rate the degree of implementation or knowledge about a particular matter at the UOC.
- **Degree of importance:** respondents will be asked to state whether specific matters are given more or less importance at the UOC.

Answers will be given on the following scale:

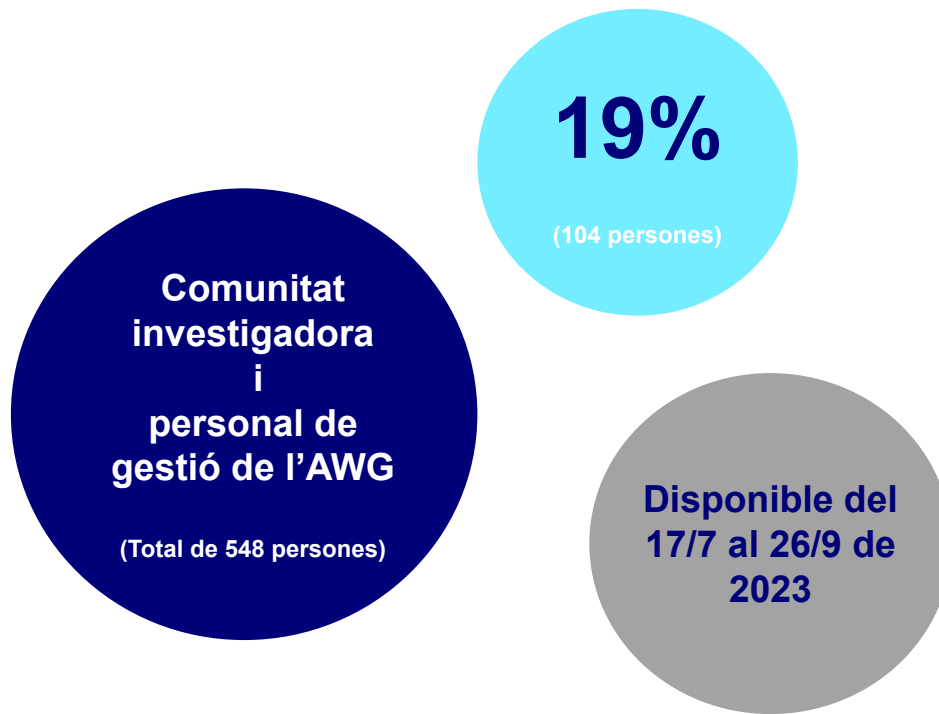
- **Scale of answers on degree of implementation 1-4** (where 1 = Not implemented at all / 4 = Fully implemented).
- **Scale of answers on degree of knowledge 1-4** (where 1 = No knowledge at all / 4 = Full knowledge).
- **Scale of answers on degree of importance 1-4** (where 1 = Not at all important / 4 = Essential)

5. Open field for comments relating to each area.

Each section of questions will have an open field in which respondents can enter comments and make suggestions about the principles relating to that section.

2. Participation and Segmentation variables

Participation in the survey



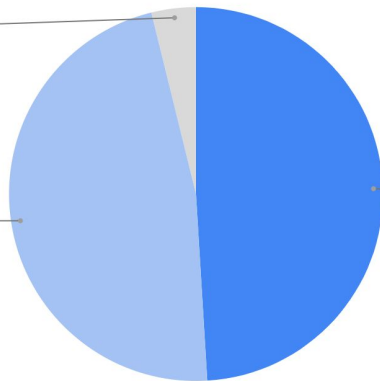
Segmentation variables

Sexe

Altres
3,8%

Home
47,1%

Dona
49,0%

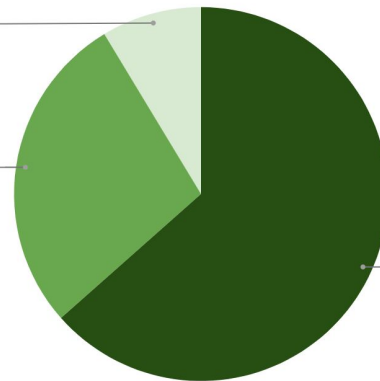


Àmbit

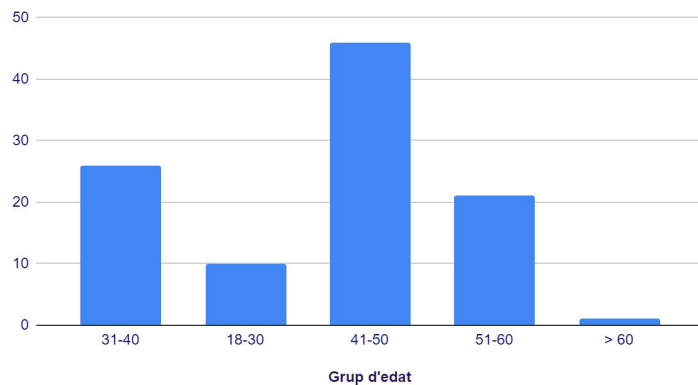
Àrea
8,7%

Centre de recerca
27,9%

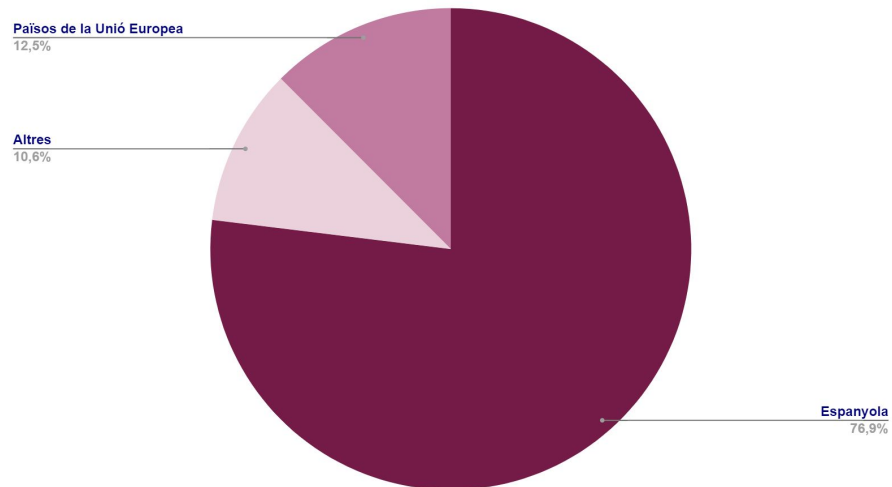
Estudi
63,5%



Edat



Nacionalitat



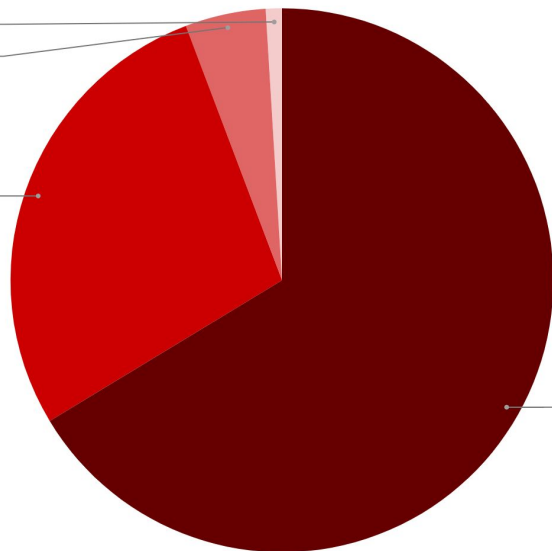
Tipus de contracte

Estructura a temps parcial
1,0%

Temporal a temps parcial
4,8%

Temporal a temps complet
27,9%

Estructura a temps complet
66,3%

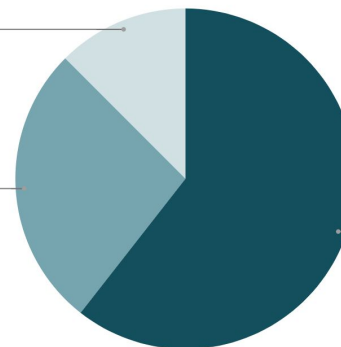


Temps treballat a la UOC

0 a 1 any
12,5%

Entre 1 i 3 anys
26,9%

Més de 3 anys
60,6%



Perfil

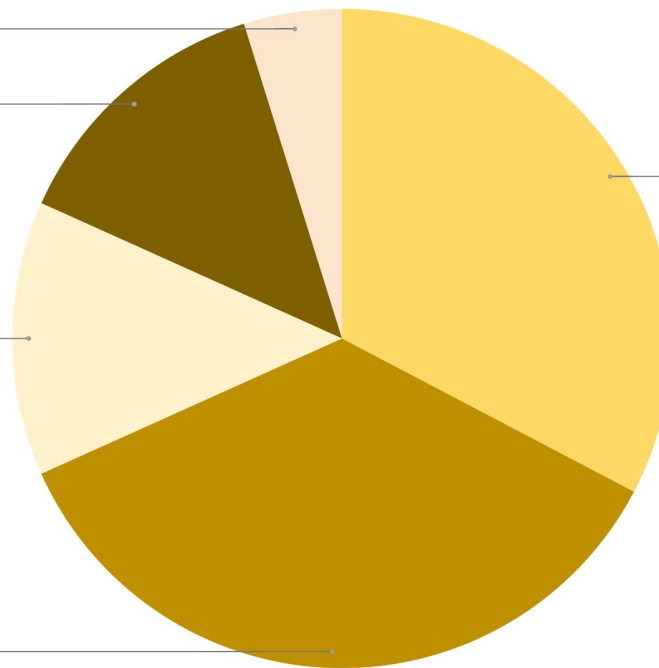
Sóc personal de gestió
4,8%

R4: Investigador/a líder
13,5%

R1: Investigador/a de primera etapa
13,5%

R3: Investigador/a establert
35,6%

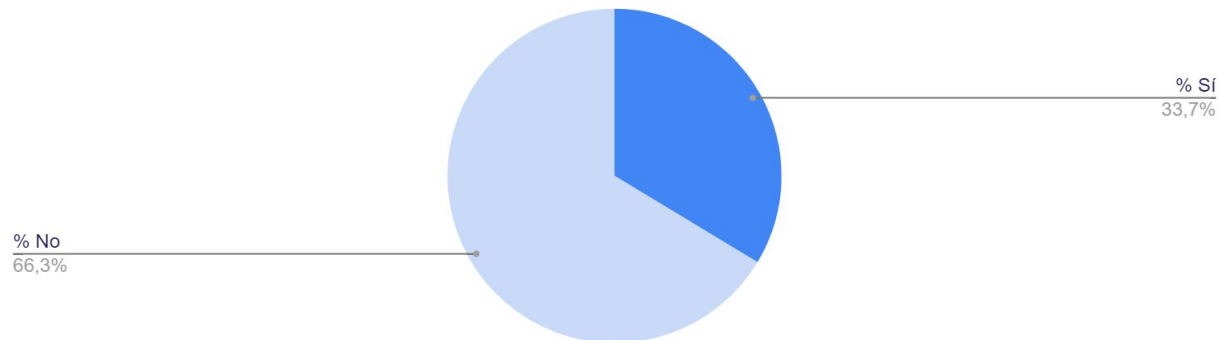
R2: Investigador/a reconegut/da
32,7%



3. General questions on how much people at the UOC know about HRS4R

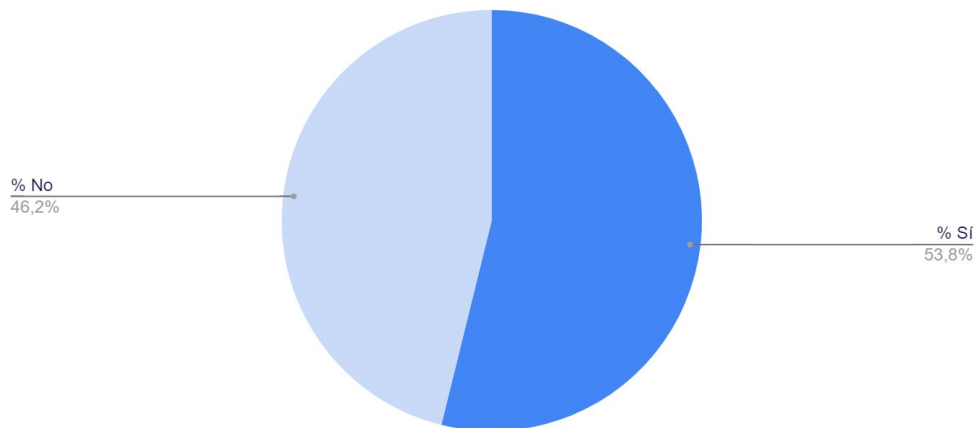
Are you familiar with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers ([Charter & Code](#))?

Coneixes la Carta europea del personal investigador i el Codi de conducta per a la contractació de personal investigador (Charter and Code)?



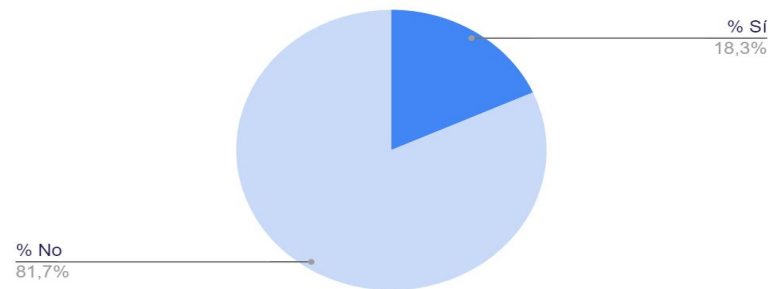
Are you aware that the UOC has received the European Commission's HR Excellence in Research (HRS4R) Award?

Saps que la UOC té el segell de qualitat Human Resources Excellence in Research – HRS4R, concedit per la Comissió Europea?



Have you visited the [HRS4R](#) page on the IntraUOC?

Has consultat, a la IntraUOC, l'espai web de l'estratègia d'HRS4R de la UOC?



If you have visited the HRS4R page on the IntraUOC, indicate your degree of satisfaction: **3,17** (maximun 4)

Grau de satisfacció de l'espai web de l'estratègia d'HRS4R: **3,17** sobre 4

4. Ethical and professional principles

QUESTION	HALF DEGREE IMPLEMENTATION	HALF DEGREE OF IMPORTANCE	DIFFERENCE
To what extent do you think the UOC disseminates the results of its research to the public at large?	2,95	3,58	-0,63
In your opinion, how much support does the UOC provide in relation to intellectual property rights and legal protection?	3,11	3,54	-0,43
In your opinion, to what extent does the UOC specify the rights and duties (researchers, sponsors or funding parties) involved in the legal process of research?	2,77	3,45	-0,68
How much do you think you know about the code of good practice in research at the UOC?	2,70	3,43	-0,73
How much do you think you know about the role of the research ethics committee at the UOC?	3,10	3,47	-0,37
How much do you think you know about the equality unit?	2,78	3,48	-0,69

5. Recruitment and selection principles

QUESTION	HALF DEGREE IMPLEMENTATION	HALF DEGREE OF IMPORTANCE	DIFFERENCE
In your opinion, does the UOC apply gender equality in its treatment of people and access to selection and promotion processes?	3,28	3,76	-0,47
In your opinion, are the UOC's recruitment and selection processes open, efficient and transparent?	2,88	3,78	-0,90
In your opinion, is the application process for vacancies or recruitment calls easy and appropriate?	2,75	3,71	-0,96
In your opinion, are calls published sufficiently in advance of the start of the selection process?	2,94	3,55	-0,61
To what extent do you think the UOC's selection committees are made up of people with suitable experience for the assessment of applications?	2,92	3,62	-0,70
In your opinion, are candidates for positions at the UOC provided with transparent information about the selection criteria, working conditions, duties involved in the position, progress of the selection process and status of their application in the process?	2,82	3,63	-0,82

QUESTION	HALF DEGREE OF IMPLEMENTATION	HALF DEGREE OF IMPORTANCE	DIFFERENCE
Do you think qualitative and quantitative results – focusing on the results of a wide-ranging career – are valued in the UOC's selection processes?	2,93	3,57	-0,64
In your opinion, are candidates' merits taken into account as assessment criteria in researcher selection processes at the UOC?	3,23	3,70	-0,47
In your opinion, are all mobility experiences recognized as a positive factor during the selection process?	3,02	3,16	-0,14

6. Training and development principles

QUESTION	HALF DEGREE IMPLEMENTATION	HALF DEGREE OF IMPORTANCE	DIFFERENCE
In your opinion, does the UOC encourage researchers to improve their training in a range of ways, including taking part in seminars, workshops, online courses, etc.?	2,87	3,52	-0,65
In your opinion, does the UOC recognize the value of mobility (geographic, intersectoral, interdisciplinary and transdisciplinary, and virtual, as well as between the public and private sectors) as a way of achieving professional development at any stage in a person's research career?	2,83	3,41	-0,58
In your opinion, do UOC researchers, regardless of the current stage of their research career, have the opportunity to improve their competencies and abilities for their professional development and to improve their career in research?	2,70	3,67	-0,98
In your opinion, does the UOC provide enough specialist guidance and information on the criteria and conditions for promotion in research careers?	2,45	3,67	-1,22
In your opinion, does the UOC provide an objective-based assessment system that promotes researchers' professional development?	2,42	3,44	-1,03

7. Working conditions and health and safety principles

QUESTION	HALF DEGREE IMPLEMENTATION	HALF DEGREE OF IMPORTANCE	DIFFERENCE
In your opinion, does the UOC provide support for teaching activities?	2,85	3,71	-0,86
In your opinion, does the UOC provide support for research activities?	2,53	3,74	-1,20
In your opinion, does the UOC provide support for knowledge transfer?	2,80	3,57	-0,77
In your opinion, does the UOC provide support for professional development?	2,76	3,67	-0,91
In your opinion, does the UOC guarantee suitable working conditions for researchers, including those with disabilities, as required by current legislation?	3,00	3,76	-0,76
In your opinion, does the UOC ensure that researchers are aware of the employment legislation on working conditions and training applicable to them?	2,78	3,47	-0,69

QUESTION	HALF DEGREE IMPLEMENTATION	HALF DEGREE OF IMPORTANCE	DIFFERENCE
In your opinion, does the UOC's induction process for new staff help them feel integrated into the university and ensure the welfare of new recruits?	2,93	3,64	-0,71
In your opinion, does the UOC promote access to suitable resources and facilities for research?	3,01	3,67	-0,66
In your opinion, does the UOC provide support for welfare and occupational health and safety? Workplace safety site.	3,35	3,70	-0,35

8. Annex 1

Comments and observations made by the people who participated in the survey

Comments and observations made by the people who participated in the survey (Open field)

Strengths

- Information and dissemination mechanisms are adequate and there is a positive perception of the dissemination of research results to society.
- There is adequate support for legal protection and intellectual property rights.
- The UOC's code of good practice in research is well-known in the community.
- There are adequate tools in place to ensure the quality of research and to avoid ethical problems in the behaviour of research staff, and the role of the UOC Research Ethics Committee is known.
- There is also awareness of the UOC Equality Unit and its roles and responsibilities.

Weaknesses

- It is considered necessary to provide training in research ethics to all research staff, especially doctoral, master's and bachelor's students.
- Internal dissemination of the code of good practice in research and the ethical principles for new recruits must be continued.
- The Equality Unit has a strong focus on gender, but there are other aspects and even areas of intersectionality that affect real equality.
- The Interdisciplinary R&I Hub has great potential and it is therefore important to implement initiatives to promote the use of its laboratories by both in-house staff and third parties. To this end, the rules and regulations for operating and using the laboratories must be better defined.

Comments and observations made by the people who participated in the survey (Open field)

Strengths

Standardised and integrated selection and hiring policy and procedure.

- . Experienced Human Resources and People Development Office and necessary resources for its operation, including a specific space on the website for the dissemination of job announcements.
- . No kind of discrimination (gender, age, ethnic, sexual etc.) on the selection processes.
- . Mobility experience is recognized as a plus.

Weaknesses

- . The recruitment policy, processes and procedures do not fully meet the C&C and OTM-R elements.
- . Not all the offers are published in English on UOCs website.
- . Not enough information for researchers about OTM-R.

Comments and observations made by the people who participated in the survey (Open field)

Strengths

- UOC promotion of training and continuous career development available.
- Promotion of role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators to the highest standards.
- Appropriate mechanisms and procedures for relations with supervisors.
- Specific training plan and training catalogue for researchers.
- Training procedure available on the Intranet with details of the types of training that research staff can access for the purpose of developing their competencies and skills.

Weaknesses

- Possibility of improving the knowledge of the training opportunities of the staff for professional development.
- Need to continue developing the current performance management model so as to include all the UOC's research profiles and thus contribute towards their professional development.

Comments and observations made by the people who participated in the survey (Open field)

Strengths

- Teaching and research activities are supported.
- Knowledge transfer is supported.
- Appropriate working conditions are ensured for research staff, including people with disabilities, in accordance with current legislation.
- Measures are taken to ensure that research staff are familiar with the employment legislation that applies to them in relation to working conditions and training.
- An induction process for new recruits facilitates their integration into the institution and ensures their well-being.
- The institution provides access to the appropriate resources and facilities for research.
- Workplace well-being and safety are supported.

Weaknesses

- The new way of working needs to be updated to unite the team and create a sense of belonging.
- Access to the hub needs to be improved to facilitate informal conversations and meetings.
- Researchers need more support to carry out their work and further their careers.
- A study could be carried out to determine the amount of time spent on teaching and research.
- The mobility activities and careers of teaching and research staff need to be better supported.

9. Annex 2

Charter and Code by areas

Ethical and professional principles

Research freedom
Ethical principles
Professional responsibility
Professional attitude
Contractual and legal obligations
Accountability
Good practice in research
Dissemination, exploitation of results
Public engagement
Non discrimination

Recruitment and selection principles

Gender balance
Recruitment (Charter for researchers)
Recruitment (Code of conduct)
Selection
Transparency
Judging merit
Variations in the chronological order of CVs
Recognition of Mobility experience
Recognition of qualifications
Seniority
Postdoctoral appointments

Training and development principles

Career development
Value of mobility
Access to research training and continuous development
Access to career advice
Co-authorship
Supervision
Teaching
Evaluation/appraisal systems

Working conditions and health and safety principles

Working conditions
Stability and permanence of employment
Funding and salaries
Intellectual Property Rights
Complaints / appeals
Participation in decision-making bodies

Sabies que...



... s'ha allargat **el** termini fins al **26 de setembre** per respondre l'enquesta per conèixer la **percepció sobre la HRS4R** de la UOC? Si pertanyes a la **comunitat investigadora i al personal de gestió de l'Advisory Working Group (AWG)** i no ho has fet, encara ets a temps de participar-hi!






Survey for the preparation of the new Action Plan 2024-2026 of the HRS4R of the UOC

No more responses are accepted in the **Survey form for the preparation of the new Action Plan 2024-2026 of the UOC's HRS4R** .
Try contacting the owner of the form if you think there is an error.

[Continue collecting responses \(only form editors can see this link\).](#)

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