ANNEX 1: RESULTS OF THE QUESTIONNAIRE FOR LOGO HRS4R

Index

UNIVERSIDAD Đ CÓRDOBA

A. FULL QUESTIONAIRE

> **THANK YOU** for filling out this questionnaire on the level of achievement by UCO of the principles of the European Charter and Code for Researchers. It is completely anonimous.

Instructions:

Please assess each of the following questions from 1 to 5 (or DK/DA) in terms of level of achievement or level of relevance. 5 denotes the highest degree.

I.   **ETHICAL AND PROFESSIONAL ASPECTS**

I.1. Researchers at UCO enjoy the freedom of thought and expression, and the freedom to select methods to solve problems.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

I.2. Researchers at UCO adhere to the recognized ethical practices and fundamental principles appropriate to their discipline (s) as well as to ethical standards as documented in the Codes of Ethics.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

I.3. UCO researchers make every effort to ensure that their research is relevant to society avoiding duplication of research and plagiarism, respecting intellectual property and joint data ownership:

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

I.4. Before commencing their activity or accessing the resources provided, UCO researchers are familiar with the strategic goals of their work, the funding mechanism and have all the necessary approvals.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

I.5. UCO researchers are familiar with the national, sectorial and institutional regulations governing training and working conditions. This includes Intellectual Property Rights regulations and the conditions/requirements stablished by any sponsors or funders:

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

I.6. Researchers at UCO are aware that they are accountable for the efficient use of funds, adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

I.7. At UCO, there is a Code of Responsible Practice and Integrity in Research supporting the adoption of safe working practices and the measures to adhere to legal requirements regarding data protection and confidentiality protection requirements.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

I.8. UCO researchers ensure that results of their research are disseminated and exploited.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

I.9. Researchers at UCO ensure that their research activities are made known to society at large and count on dissemination mechanisms.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

I.10. UCO researchers are not disscriminated in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, etc.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

I.11. UCO has some evaluation/appraisal systems for assessing their professional performance in a transparent manner by an independent committee.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

II.   <u>**RECRUITMENT**</u>

II.1. UCO has adhered to the principles set out in the Code of Conduct for the Recruitment of Researchers and ensures the existence of clear standards, facilitating access for disadvantages groups or for researchers returning to a research career.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

II.2. UCO recruitment procedures for teaching and research personnel are open, transparent and efficient.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of importance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

II.3. Recruitment advertisements include a broad description of knowledge and competences required and the open calls are resolved within a reasonable time frame.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

II.4. Selection Committees at UCO have an adequate gender balance and include experts from different research areas and competences:

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

II.5. Candidates to research contracts are informed prior to the selection on all the required aspects, Moreover, after the selection process candidates are informed about the strengths and weaknesses of their applications.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

II.6. Selection processes take into consideration not only bibliometric indices (such as number of publications) but also some other features such as teaching experience, teamwork, transfer, management of research and public awareness activities, among others.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

II.7. Career breaks or variation in the chronological order of CVs are not penalised.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

II.8. Any mobility experience either physical (e.g. stay in another country/region or in another research setting –public or private-) or virtual is considered as a valuable contribution to the professional development of a researcher in selection processes.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

II.9. Academic and profesional qualifications, including the context of international and professional mobility are assessed appropriately.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

II.9. At UCO open calls, the levels of qualifications required are in line with the position and are not set as a barrier to entry. As professional qualifications could have been gained at an early stage of a long career, the pattern of lifelong professional development is also recognised.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.   **WORKING CONDITIONS AND SOCIAL SECURITY**

III.1. At UCO, all researchers engaged in a research career are considered as proffesionals from the beginning irrespective of their level.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.2. At UCO, the most estimulating research and research training environment is ensured facilitating the creation of collaborative research networks.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.3. UCO ensures that working conditions are flexible enough as to facilitate successful research perfomance and reconciliation of work and family life:

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.4. UCO ensures that the performance of researchers are not undermined by instability of employment contracts.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.5. UCO ensures that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate social security provision.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.6. UCO aims for gender balance at all levels of staff, with an equal opportunity policy at recruitment.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.7. There is a specific career development strategy for researchers at all stages of their career and there are mentors motivating and contributing to reducing any insecurity in the researchers´professional future.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.8. UCO recognizes the value of geographical, intersectorial, inter- and trans-disciplinary and virtual mobility.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.9. UCO offers researchers career advice and job placement assistance at all stages of their careers.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.10. UCO ensures that researchers at all career stages reap the benefits of the exploitation of their R&D results specifying what rights belong to researchers, to their employers or other parties.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.11. As regards co-authorship, UCO strategies, practices and procedures provide researchers with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted on the basis of their actual contributions.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.12. Teaching is considered as a valuable option within researchers´career paths and UCO ensures that it is not so excessive as to prevent researchers from carrying out their researcher activities.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.13. There are some appropriate procedures at UCO to deal with complaints/appeals of researchers confidentially and informally in order to resolve work-related conflicts, disputes and grievances.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

III.14. UCO recognizes that researchers be represented in the relevant information, consultation and decision-making bodies.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

UNIVERSIDAD Đ CÓRDOBA

IV. **TRAINING:**

IV.1. UCO researchers in their training phase have regular and organized meetings with their supervisor (s) and faculty/departmental representative (s).

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

IV.2. Senior researchers carry out their mentorship duties adequately, bulding up a constructive and possitive relationship with the early-stage researchers.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | | 2 | 3 | 4 | 5 | DK/NA |

IV.3. UCO researchers at all career stages seek to continually improve themselves by regularly updating and expanding their skill and competences.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

IV.4. UCO ensures that all researchers are given the opportunity for improving their employability through access to measures for the continuing development of skills and competences.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

IV.5. UCO ensures the existence of a clearly identified person, the supervisor, expert in his/her area, who is able to offer the research trainee appropriate support.

Level of achievement: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Level of relevance: | 1 | 2 | 3 | 4 | 5 | DK/NA |

Thank you for your collaboration.

B. DATABASE DESIGN, LEVELS OF PARTICIPATION AND MAIN RESULTS

The online questionnaire was open on September 30th, 2016 and was available until October 14th, 2016. The participation was motivated through several emails announcing the questionnaire and requesting involvement.

A total of 213 researchers answered the questionnaire, out of 972 potential participants, with a participation rate of 21.9%.

Questions were organized into four areas: Ethical and Professional Aspects, Recruitment, Working Conditions and Social Security and Training.

It consisted of 40 statements based on Likert Scale 1 to 5 (totally agree/totally disagree) and Do not know/ Do not answer. Researchers were asked about the level of achievement of the principle and about the level of relevance.

Levels of participation:

Sector	Sent to	Number of answers	% of answers
Teaching and Research Personnel (Doctors)	806	171	21.22%
Administrative staff	70	10	14.29%
Pre-doctoral personnel	71	14	19.72%
Post-doctoral personnel	25	6	24.00%
Total	**972**	**213**	**21.91%**

Anwers by gender:

	% of answers
Male	58.22%
Female	37.56%
No answer	4.22%
Total	**100%**

Answers by gender/category (LEVEL OF ACHIEVEMENT)

Number of answers per category

CATEGORY	Male	Female	NO ANSWER	Total
Administrative staff	7	3		10
Pre-doctoral	6	8		14
Post-doctoral	4	2		6
Research and Teaching staff (Doctors)	104	64	3	171
DK/NA	3	3	6	12
Total	124	80	9	213

Mean

CATEGORY	Male	Female	NO ANSWER	Total
Administrative staff	3.22	3..69		3.36
Pre-doctoral	3.60	3.62		3.61
Post-doctoral	3.17	3.28		3.21
Research and Teaching staff (Doctors)	3.44	3.43	3.15	3.43
DK/NA	3.18		3.37	3.32
Total	3.43	3.41	3.27	3.41

Anwers by gender/category (LEVEL OF RELEVANCE)

Number of answers per category

CATEGORY	Male	Female	NO ANSWER	Total
Administrative staff	7	3		10
Pre-doctoral	6	8		14
Post-doctoral	4	2		6
Research and Teaching staff (Doctors)	104	64	3	171
DK/NA	3	3	6	12
Total	124	80	9	213

Mean

CATEGORY	Male	Female	NO ANSWER	Total
Administrative staff	3.54	3.99		3.68
Pre-doctoral	4.57	4.23		4.39
Post-doctoral	3.83	4.41		4.03
Research and Teaching staff (Doctors)	4.15	4.31	4.06	4.21
DK/NA	3.88		4.27	4.17
TOTAL	**4.14**	**4.30**	**4.17**	**4.20**

Mean by item and gender (LEVEL OF ACHIEVEMENT)

Question Nr	QUESTION	Male	Female	No Answer	Total
10	UCO researchers are not disscriminated in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, etc.	4.62	4.18	4.33	4.45
1	Researchers at UCO enjoy the freedom of thought and expression, and the freedom to select methods to solve problems	4.34	4.03	4.29	4.22
2	Researchers at UCO adhere to the recognized ethical practices and fundamental principles appropriate to their discipline (s) as well as to ethical standards as documented in the Codes of Ethics	4.26	4.10	3.57	4.17
3	UCO researchers make every effort to ensure that their research is relevant to society avoiding duplication of research and plagiarism, respecting intellectual property and joint data ownership.	4.05	4.01	3.63	4.02
8	UCO researchers ensure that results of their research are disseminated and exploited.	4.00	3.96	3.63	3.97
6	Researchers at UCO are aware that they are accountable for the efficient use of funds, adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research.	3.95	3.94	3.13	3.91
27	UCO aims for gender balance at all levels of staff, with an equal opportunity policy at recruitment.	3.89	3.65	4.20	3.81
4	Before commencing their activity or accessing the resources provided, UCO researchers are familiar with the strategic goals of their work, the funding mechanism and have all the necessary approvals.	3.82	3.76	3.43	3.78
37	bulding up a constructive and possitive relationship with the early-stage researchers.	3.78	3.69	3.60	3.74
38	UCO researchers at all career stages seek to continually improve themselves by regularly updating and expanding their skill and competences.	3.56	3.84	3.33	3.66
20	Academic and profesional qualifications, including the context of international and professional mobility are assessed appropriately.	3.59	3.63	4.00	3.62
7	At UCO, there is a Code of Responsible Practice and Integrity in Research supporting the adoption of safe working practices and the measures to adhere to legal requirements regarding data protection and confidentiality protection requirements.	3.56	3.79	3.00	3.62
9	Researchers at UCO ensure that their research activities are made known to society at large and count on dissemination mechanisms.	3.49	3.72	3.29	3.57
36	UCO researchers in their training phase have regular and organized meetings with their supervisor (s) and faculty/departmental representative (s).	3.53	3.60	3.20	3.55
19	Any mobility experience either physical (e.g. stay in another country/region or in another research setting – public or private-) or virtual is considered as a valuable contribution to the professional development of a researcher in selection processes.	3.45	3.60	4.00	3.52
15	Selection Committees at UCO have an adequate gender balance and include experts from different research areas and competences.	3.50	3.46	4.17	3.51
14	Recruitment advertisements include a broad description of knowledge and competences required and the open calls are resolved within a reasonable time frame.	3.46	3.51	3.50	3.48

Question Nr	QUESTION	Male	Female	No Answer	Total
21	At UCO open calls, the levels of qualifications required are in line with the position and are not set as a barrier to entry. As professional qualifications could have been gained at an early stage of a long career, the pattern of lifelong professional development is also recognised.	3.46	3.34	4.17	3.44
13	UCO recruitment procedures for teaching and research personnel are open, transparent and efficient.	3.46	3.33	3.29	3.41
18	Career breaks or variation in the chronological order of CVs are not penalised.	3.49	3.23	3.33	3.39
17	Selection processes take into consideration not only bibliometric indices (such as number of publications) but also some other features such as teaching experience, teamwork, transfer, management of research and public awareness activities, among others.	3.23	3.39	3.83	3.31
5	UCO researchers are familiar with the national, sectorial and institutional regulations governing training and working conditions. This includes Intellectual Property Rights regulations and the conditions/requirements stablished by any sponsors or funders.	3.27	3.31	3.14	3.28
22	At UCO, all researchers engaged in a research career are considered as proffesionals from the beginning irrespective of their level.	3.26	3.31	2.71	3.25
29	UCO recognizes the value of geographical, intersectorial, inter- and trans-disciplinary and virtual mobility.	3.15	3.39	3.20	3.24
35	UCO recognizes that researchers be represented in the relevant information, consultation and decision-making bodies.	3.21	3.17	2.75	3.18
24	UCO ensures that working conditions are flexible enough as to facilitate successful research perfomance and reconciliation of work and family life.	3.22	3.11	3.00	3.17
31	UCO ensures that researchers at all career stages reap the benefits of the exploitation of their R&D results specifying what rights belong to researchers, to their employers or other parties.	3.28	3.04	2.60	3.16
39	UCO ensures that all researchers are given the opportunity for improving their employability through access to measures for the continuing development of skills and competences.	3.13	3.15	3.00	3.13
12	UCO has adhered to the principles set out in the Code of Conduct for the Recruitment of Researchers and ensures the existence of clear standards, facilitating access for disadvantages groups or for researchers returning to a research career.	3.09	3.20	3.00	3.13
11	UCO has some evaluation/appraisal systems for assessing their professional performance in a transparent manner by an independent committee.	3.04	3.29	2.50	3.10
32	As regards co-authorship, UCO strategies, practices and procedures provide researchers with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted on the basis of their actual constribtions.	3.18	2.92	2.20	3.04
23	At UCO, the most estimulating research and research training environment is ensured facilitating the creation of collaborative research networks.	3.03	3.00	2.86	3.01
34	There are some appropriate procedures at UCO to deal with complaints/appeals of researchers confidentially and informally in order to resolve work-related conflicts, disputes and grievances.	3.13	2.88	2.00	3.00
40	UCO ensures the existence of a clearly identified person, the supervisor, expert in his/her area, who is able to offer the research trainee appropriate support.	2.91	3.07	3.50	2.99

Question Nr	QUESTION	Male	Female	No Answer	Total
26	UCO ensures that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate social security provision	2.90	2.98	2.67	2.92
16	Candidates to research contracts are informed prior to the selection on all the required aspects, Moreover, after the selection process candidates are informed about the strengths and weaknesses of their applications.	2.71	2.98	3.40	2.84
33	Teaching is considered as a valuable option within researchers´career paths and UCO ensures that it is not so excessive as to prevent researchers from carrying out their researcher activities.	2.93	2.66	2.20	2.81
30	UCO offers researchers career advice and job placement assistance at all stages of their careers.	2.60	2.74	2.75	2.66
25	UCO ensures that the performance of researchers are not undermined by instability of employment contracts.	2.64	2.56	2.67	2.61
28	There is a specific career development strategy for researchers at all stages of their career and there are mentors motivating and contributing to reducing any insecurity in the researchers´professional future.	2.60	2.56	2.67	2.59
	Total	3.43	3.41	3.27	3.41

Mean by item and gender (LEVEL OF RELEVANCE)

Question Nr	QUESTION	Male	Female	No Answer	Total
10	UCO researchers are not disscriminated in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, etc.	4.59	4.74	4.67	4.65
2	Researchers at UCO adhere to the recognized ethical practices and fundamental principles appropriate to their discipline (s) as well as to ethical standards as documented in the Codes of Ethics	4.61	4.68	4.29	4.63
3	UCO researchers make every effort to ensure that their research is relevant to society avoiding duplication of research and plagiarism, respecting intellectual property and joint data ownership.	4.60	4.62	4.50	4.61
13	UCO recruitment procedures for teaching and research personnel are open, transparent and efficient.	4.46	4.64	4.71	4.54
1	Researchers at UCO enjoy the freedom of thought and expression, and the freedom to select methods to solve problems	4.52	4.55	4.43	4.53
8	UCO researchers ensure that results of their research are disseminated and exploited.	4.48	4.58	4.25	4.51
6	Researchers at UCO are aware that they are accountable for the efficient use of funds, adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research.	4.43	4.51	4.25	4.45
4	Before commencing their activity or accessing the resources provided, UCO researchers are familiar with the strategic goals of their work, the funding mechanism and have all the necessary approvals.	4.37	4.51	4.00	4.41
38	UCO researchers at all career stages seek to continually improve themselves by regularly updating and expanding their skill and competences.	4.35	4.46	4.50	4.39

Question Nr	QUESTION	Male	Female	No Answer	Total
14	Recruitment advertisements include a broad description of knowledge and competences required and the open calls are resolved within a reasonable time frame.	4.25	4.42	4.67	4.33
23	At UCO, the most estimulating research and research training environment is ensured facilitating the creation of collaborative research networks.	4.27	4.30	4.43	4.29
25	UCO ensures that the performance of researchers are not undermined by instability of employment contracts.	4.27	4.32	4.00	4.28
37	bulding up a constructive and possitive relationship with the early-stage researchers.	4.25	4.33	4.40	4.28
9	Researchers at UCO ensure that their research activities are made known to society at large and count on dissemination mechanisms.	4.22	4.39	4.00	4.27
24	UCO ensures that working conditions are flexible enough as to facilitate successful research perfomance and reconciliation of work and family life.	4.22	4.35	4.29	4.27
17	Selection processes take into consideration not only bibliometric indices (such as number of publications) but also some other features such as teaching experience, teamwork, transfer, management of research and public awareness activities, among others.	4.19	4.33	4.67	4.26
26	UCO ensures that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate social security provision	4.31	4.20	4.00	4.26
39	UCO ensures that all researchers are given the opportunity for improving their employability through access to measures for the continuing development of skills and competences.	4.12	4.37	4.20	4.21
5	UCO researchers are familiar with the national, sectorial and institutional regulations governing training and working conditions. This includes Intellectual Property Rights regulations and the conditions/requirements stablished by any sponsors or funders.	4.14	4.26	4.14	4.18
22	At UCO, all researchers engaged in a research career are considered as proffesionals from the beginning irrespective of their level.	4.25	4.06	4.14	4.18
7	At UCO, there is a Code of Responsible Practice and Integrity in Research supporting the adoption of safe working practices and the measures to adhere to legal requirements regarding data protection and confidentiality protection requirements.	4.11	4.28	3.75	4.16
12	UCO has adhered to the principles set out in the Code of Conduct for the Recruitment of Researchers and ensures the existence of clear standards, facilitating access for disadvantages groups or for researchers returning to a research career.	4.03	4.34	4.00	4.15
20	Academic and profesional qualifications, including the context of international and professional mobility are assessed appropriately.	4.05	4.18	4.17	4.10
36	UCO researchers in their training phase have regular and organized meetings with their supervisor (s) and faculty/departmental representative (s).	4.05	4.22	3.80	4.10
32	As regards co-authorship, UCO strategies, practices and procedures provide researchers with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted on the basis of their actual constributions.	4.09	4.09	4.00	4.09
11	UCO has some evaluation/appraisal systems for assessing their professional performance in a transparent manner by an independent committee.	3.98	4.23	4.25	4.08

UNIVERSIDAD Đ CÓRDOBA

Question Nr	QUESTION	Male	Female	No Answer	Total
40	UCO ensures the existence of a clearly identified person, the supervisor, expert in his/her area, who is able to offer the research trainee appropriate support.	3.93	4.28	4.00	4.07
34	There are some appropriate procedures at UCO to deal with complaints/appeals of researchers confidentially and informally in order to resolve work-related conflicts, disputes and grievances.	4.01	4.15	4.00	4.06
21	At UCO open calls, the levels of qualifications required are in line with the position and are not set as a barrier to entry. As professional qualifications could have been gained at an early stage of a long career, the pattern of lifelong professional development is also recognised.	4.02	4.06	4.33	4.05
33	Teaching is considered as a valuable option within researchers´career paths and UCO ensures that it is not so excessive as to prevent researchers from carrying out their researcher activities.	3.94	4.18	3.80	4.03
19	Any mobility experience either physical (e.g. stay in another country/region or in another research setting – public or private-) or virtual is considered as a valuable contribution to the professional development of a researcher in selection processes.	3.87	4.20	4.33	4.01
35	UCO recognizes that researchers be represented in the relevant information, consultation and decision-making bodies.	3.92	4.12	3.75	3.99
15	Selection Committees at UCO have an adequate gender balance and include experts from different research areas and competences.	3.79	4.21	3.50	3.93
16	Candidates to research contracts are informed prior to the selection on all the required aspects, Moreover, after the selection process candidates are informed about the strengths and weaknesses of their applications.	3.79	4.10	4.67	3.93
31	UCO ensures that researchers at all career stages reap the benefits of the exploitation of their R&D results specifying what rights belong to researchers, to their employers or other parties.	3.95	3.87	3.80	3.91
29	UCO recognizes the value of geographical, intersectorial, inter- and trans-disciplinary and virtual mobility.	3.75	4.14	3.60	3.89
18	Career breaks or variation in the chronological order of CVs are not penalised.	3.72	3.98	4.50	3.85
28	There is a specific career development strategy for researchers at all stages of their career and there are mentors motivating and contributing to reducing any insecurity in the researchers´professional future.	3.85	3.88	3.50	3.85
27	UCO aims for gender balance at all levels of staff, with an equal opportunity policy at recruitment.	3.66	4.06	3.80	3.82
30	UCO offers researchers career advice and job placement assistance at all stages of their careers.	3.67	3.93	3.75	3.77
	TOTAL	4.14	4.30	4.17	4.20

For the internal analysis, firstly, the 15 principles obtaining the lowest scores in terms of level of achievement for each researcher category were selected (see table below).

Table 1. Results on the level of achievement of the principles per researcher category ranked from the lowest to the highest score (the Action Plan pays special attention to principles highlighted in grey).

POST-DOC		PRE-DOC		TEACHING AND RESEARCH STAFF (Doctors)		ADMINISTRATIVE STAFF	
Principle Nr	Mean	Principle Nr	Mean	Principle Nr	Mean	Principle Nr	Mean
15	2.33	25	2.45	28	2.56	13	2.80
12	2.40	26	2.55	25	2.61	30	2.80
25	2.40	32	2.75	30	2.64	4	3.00
23	2.50	5	2.79	33	2.79	5	3.00
31	2.50	28	3.00	15	2.81	6	3.00
11	2.67	30	3.00	40	2.87	11	3.00
26	2.67	34	3.00	26	2.98	12	3.00
28	2.67	15	3.08	34	3.02	20	3.00
40	2.67	33	3.08	23	3.02	34	3.00
30	2.80	12	3.10	32	3.07	3	3.14
22	2.83	35	3.11	39	3.11	13	3.17
13	3.00	22	3.25	11	3.13	15	3.17
17	3.00	13	3.27	24	3.14	18	3.17
20	3.00	24	3.33	29	3.18	26	3.25
32	3.00	23	3.36	31	3.19	28	3.25
33	3.00	16	3.40	12	3.20	7	3.33
34	3.00	39	3.40	35	3.21	39	3.33
35	3.00	4	3.50	16	3.28	14	3.40
39	3.00	14	3.50	5	3.32	22	3.40
14	3.17	31	3.50	22	3.33	25	3.40
16	3.17	38	3.55	17	3.37	31	3.40
36	3.17	20	3.56	20	3.48	33	3.40
13	3.33	13	3.58	13	3.48	8	3.50
18	3.33	37	3.67	13	3.49	9	3.50
29	3.33	18	3.73	36	3.52	16	3.50
37	3.33	6	3.75	14	3.54	17	3.50
5	3.50	17	3.83	18	3.54	19	3.50
7	3.50	3	3.86	9	3.54	23	3.50
8	3.50	11	4.00	19	3.60	40	3.50
9	3.50	29	4.00	7	3.61	24	3.60
19	3.50	9	4.07	38	3.70	29	3.60
24	3.50	19	4.08	37	3.78	35	3.60
27	3.50	36	4.08	27	3.82	2	3.71

POST-DOC		PRE-DOC		TEACHING AND RESEARCH STAFF (Doctors)		ADMINISTRATIVE STAFF	
Principle Nr	Mean	Principle Nr	Mean	Principle Nr	Mean	Principle Nr	Mean
38	3.50	7	4.22	4	3.85	10	3.71
4	3.67	40	4.25	8	4.00	32	3.75
2	4.00	2	4.36	6	4.01	38	3.75
3	4.00	8	4.36	3	4.11	27	3.80
6	4.00	1	4.43	2	4.23	36	3.80
1	4.50	27	4.50	1	4.24	37	3.80
10	4.50	10	4.86	10	4.45	1	3.86

Then, the 15 principles with the highest level of relevance were considered (Table 2). The principles highlighted in grey had already been selected for internal analysis as a result of the level of achievement. Those principles with the highest level of relevance and levels of achievement ≤ 3.5 (according to any of the researcher category) were added for internal analysis (see values highlighted in green). This resulted in principles Nrs 7, 8, 9, 16, 37 and 38 being incorporated to thre Action Plan.

Table 2. Results on the level of relevance of the principles per researcher category ranked from the highest to the lowest score. Principles highlighted in grey had already selected for Action Plan considering the level of achievement. Principles highlighted in green, with a high level of relevance and level of achievement ≤3.5 were also added to the Action Plan.

POST-DOC			PRE-DOC			TEACHING AND RESEARCH STAFF (DOCTORS)			ADMINISTRATIVE STAFF		
RELEVANCE		Level of achievement	RELEVANCE		Level of achievement	RELEVANCE		Level of achievement	RELEVANCE		Level of achievement
Principle Nr	Mean		Principle Nr	Mean		Principle Nr	Mean		Principle Nr	Mean	
8	4.50	3.50	2	5.00	4.36	10	4.69	4.45	24	4.20	3.50
9	4.50	3.50	10	4.93	4.86	2	4.67	4.23	27	4.20	3.80
39	4.50	3.00	40	4.83	4.25	3	4.66	4.11	6	4.17	3.00
1	4.33	4.50	1	4.79	4.43	8	4.56	4.00	1	4.00	3.86
3	4.33	4.00	3	4.79	3.86	13	4.54	3.48	3	4.00	3.14
4	4.33	3.67	13	4.77	3.27	1	4.54	4.24	26	4.00	3.25
5	4.33	3.50	8	4.64	4.36	6	4.49	4.01	29	4.00	3.60
6	4.33	4.00	11	4.64	4.00	4	4.44	3.85	7	3.83	3.33
7	4.33	3.50	16	4.58	3.40	38	4.40	3.70	13	3.83	2.80
10	4.33	4.50	4	4.57	3.50	13	4.36	3.49	25	3.80	3.40
11	4.33	2.67	25	4.50	2.45	9	4.30	3.54	36	3.80	3.80
13	4.33	3.00	32	4.45	2.75	37	4.29	3.78	37	3.80	3.80
2	4.17	4.00	38	4.45	3.55	26	4.28	2.98	23	3.75	3.50
13	4.17	3.33	9	4.43	4.07	25	4.28	2.61	28	3.75	3.25
23	4.17	2.50	6	4.42	3.75	23	4.27	3.02	32	3.75	3.75
37	4.17	3.33	23	4.42	3.36	16	4.26	3.28	38	3.75	3.75
38	4.17	3.50	24	4.42	3.33	24	4.26	3.14	40	3.75	3.50
19	4.00	3.50	37	4.42	3.67	5	4.20	3.32	2	3.71	3.71
22	4.00	2.83	34	4.40	3.00	39	4.20	3.11	8	3.67	3.50
24	4.00	3.50	19	4.36	4.08	7	4.19	3.61	13	3.67	3.17
25	4.00	2.40	18	4.33	3.73	12	4.19	3.20	16	3.67	3.50
33	4.00	3.00	29	4.30	4.00	22	4.18	3.33	19	3.67	3.50
34	4.00	3.00	31	4.30	3.50	34	4.11	3.02	39	3.67	3.33
40	4.00	2.67	39	4.30	3.40	36	4.10	3.52	22	3.60	3.40
14	3.83	3.17	12	4.25	3.10	32	4.08	3.07	33	3.60	3.40

16	3.83	3.17	22	4.25	3.25	19	4.08	3.60	35	3.60	3.60
18	3.83	3.33	33	4.25	3.08	11	4.07	3.37	5	3.57	3.00
20	3.83	3.00	36	4.25	4.08	20	4.04	3.48	10	3.57	3.71
26	3.83	2.67	20	4.18	3.56	33	4.04	2.79	11	3.57	3.00
29	3.83	3.33	26	4.17	2.55	40	4.02	2.87	4	3.50	3.00
35	3.83	3.00	5	4.14	2.79	35	3.99	3.21	9	3.50	3.50
36	3.83	3.17	14	4.11	3.50	18	3.99	3.54	12	3.50	3.00
12	3.80	2.40	17	4.11	3.83	15	3.93	2.81	14	3.50	3.40
30	3.80	2.80	7	4.09	4.22	14	3.93	3.54	15	3.50	3.17
15	3.67	2.33	13	4.08	3.58	31	3.90	3.19	17	3.50	3.50
28	3.67	2.67	15	4.00	3.08	17	3.85	3.37	20	3.40	3.50
32	3.67	3.00	28	4.00	3.00	28	3.84	2.56	30	3.40	2.80
27	3.50	3.50	35	4.00	3.11	29	3.84	3.18	31	3.40	3.40
31	3.50	2.50	27	3.91	4.50	27	3.79	3.82	18	3.33	3.17
17	3.00	3.00	30	3.88	3.00	30	3.76	2.64	34	3.00	3.00