

Enquête HRS4R : Conditions de travail

Synthèse

Rédaction : Sylvain Chambrelaud, chargé de mission

1^{er} trimestre 2022.

Préambule :

Cette enquête a été réalisée sur une durée d'un trimestre en 2021-22 dans le cadre de la phase initiale pour obtenir le label européen d'excellence HRS4R

Elle concerne tous les personnels travaillant à l'Université, y compris les personnels des EPST hébergés.

Un focus a été fait sur les populations suivantes :

- Général = tous les personnels
- Unités de recherche = tous les personnels rattachés à une unité de recherche
- Doctorants = doctorants
- Services = tous les personnels rattachés aux services centraux de l'université.
- Composantes = tous les personnels rattachés à une composante (les chercheurs sont rattachés aux unités de recherche)
- Contractuels : tous les contractuels qui ne sont pas des doctorants
- CNRS/INSERM : personnels des EPST dans les unités de recherche.

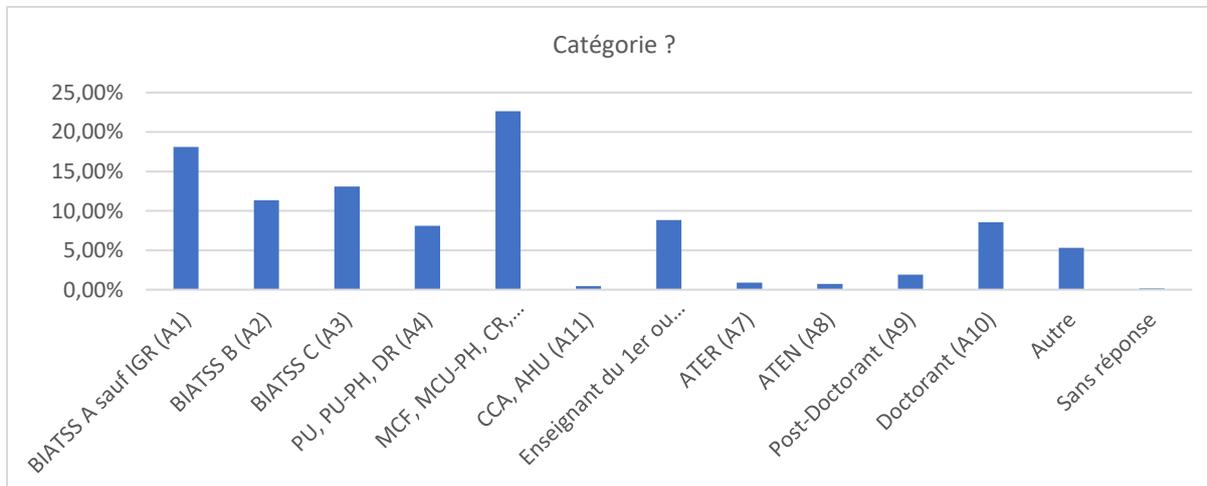
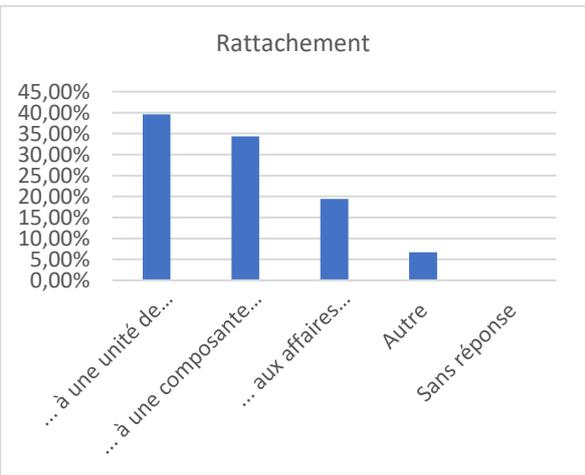
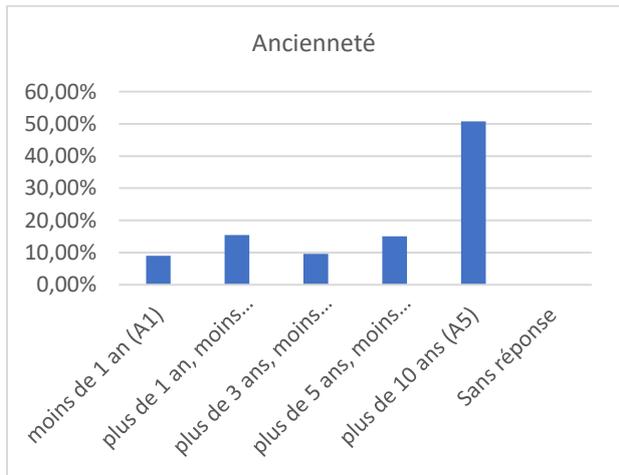
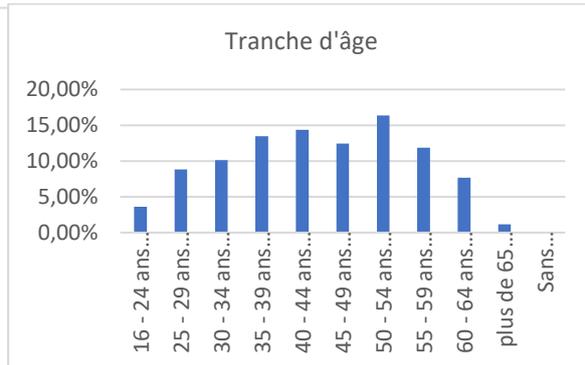
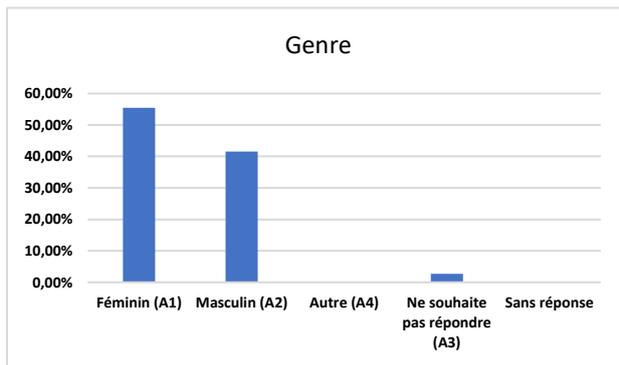
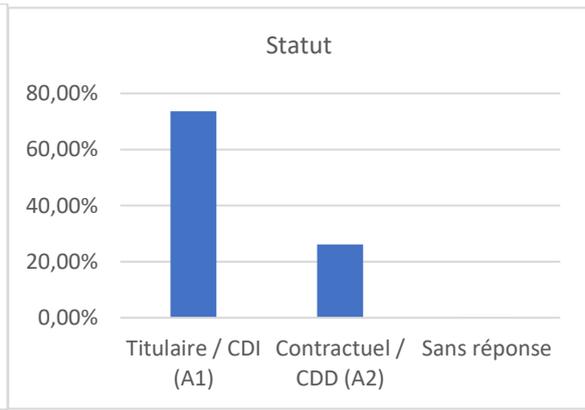
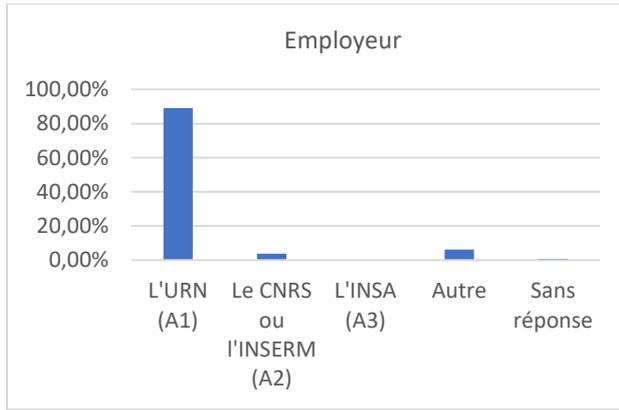
Le présent document présente les statistiques correspondant aux catégories précitées. Deux valeurs peuvent servir de référence à toute interprétation : la statistique générale et la statistique des personnels des EPST sachant que le CNRS et l'INSERM sont labellisés depuis plusieurs années.

Profil des répondants :

Tous les personnels travaillant à l'URN ont bien été contactés y compris les vacataires, les personnels des EPST et les doctorants.

Nombre de réponses : 747

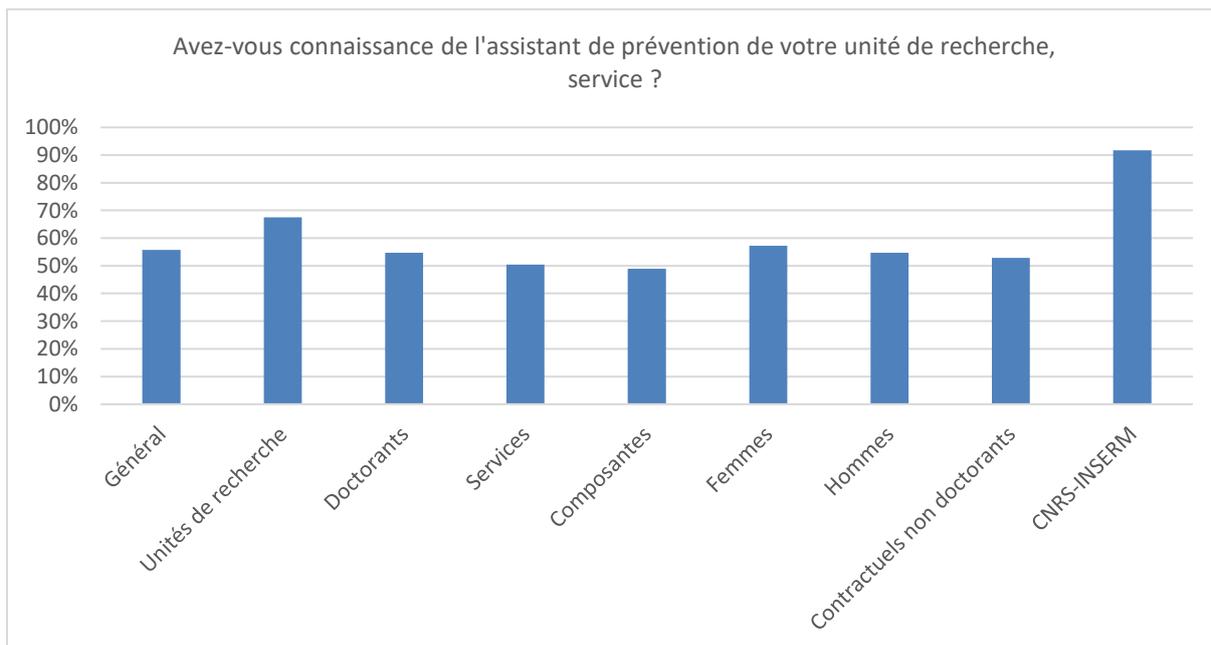
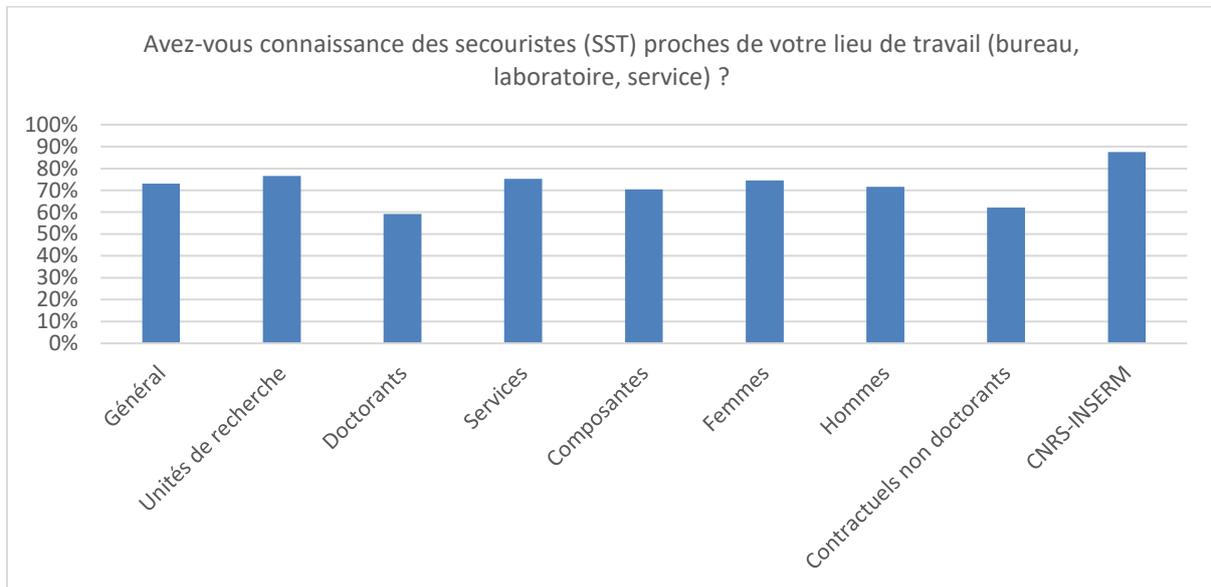
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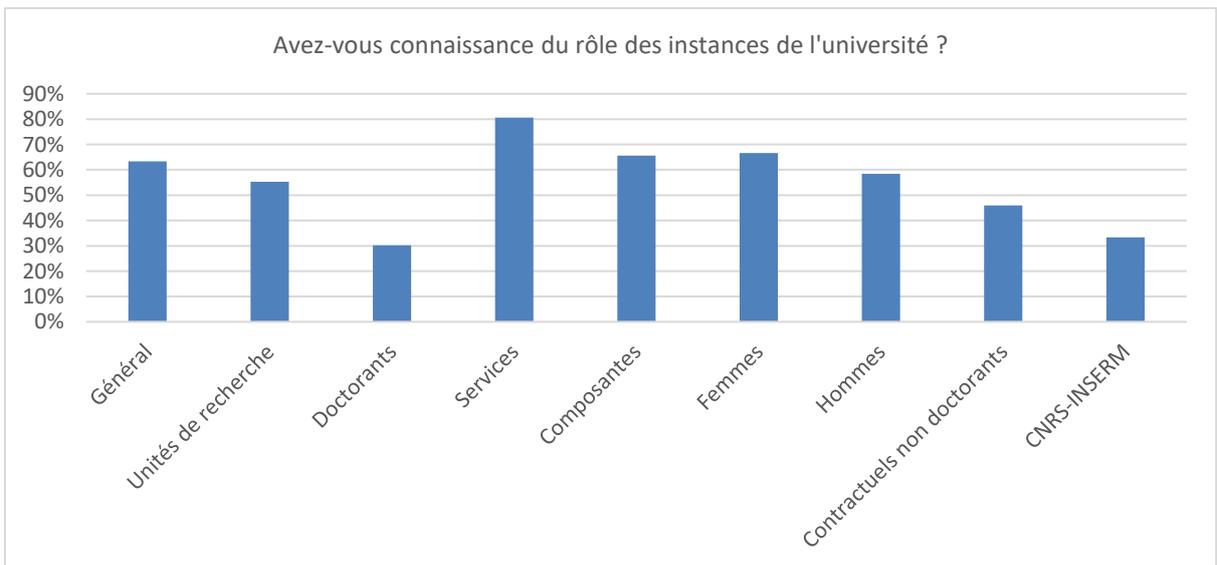
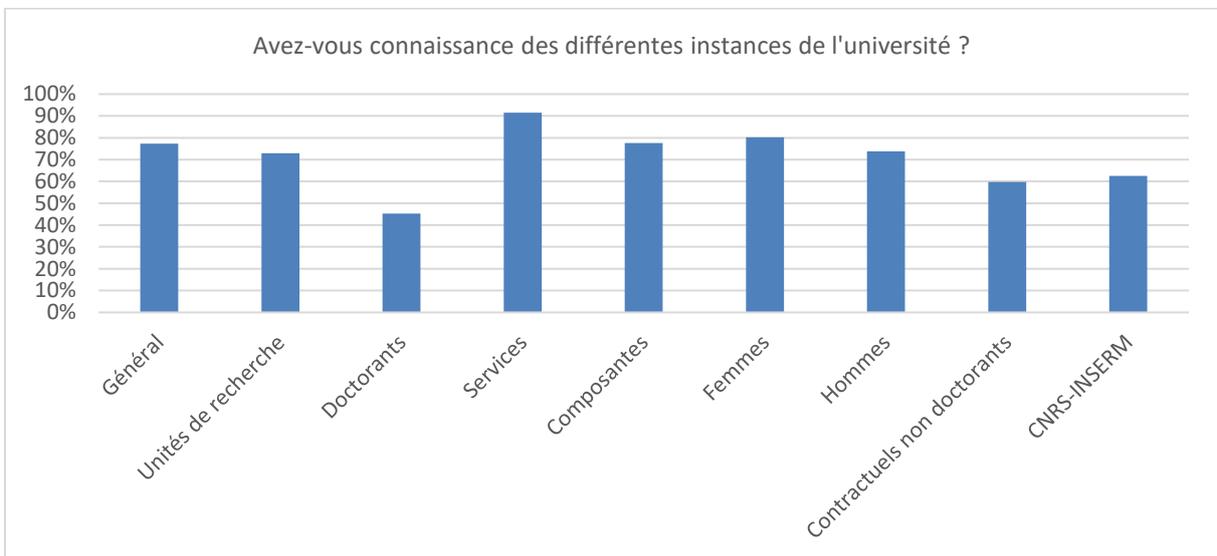
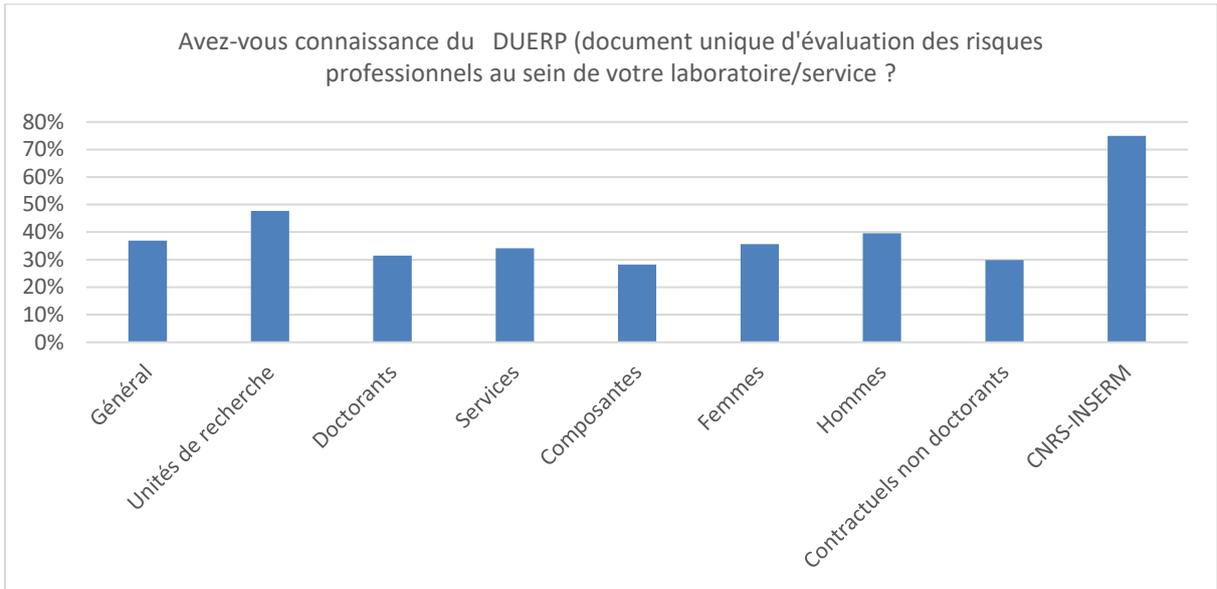
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Questions à réponse oui/non

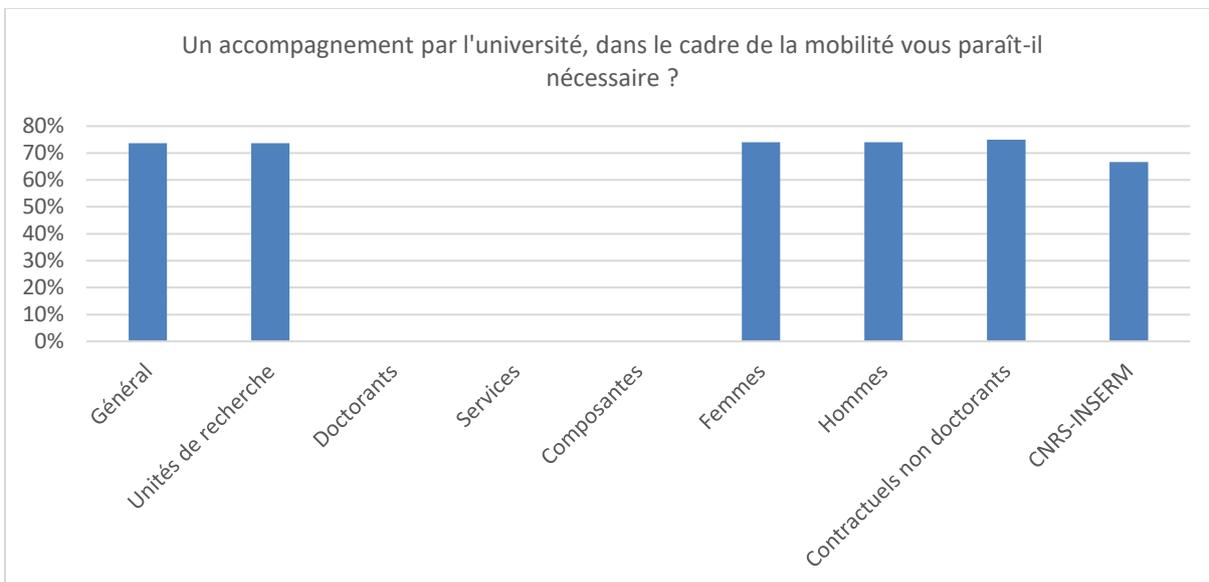
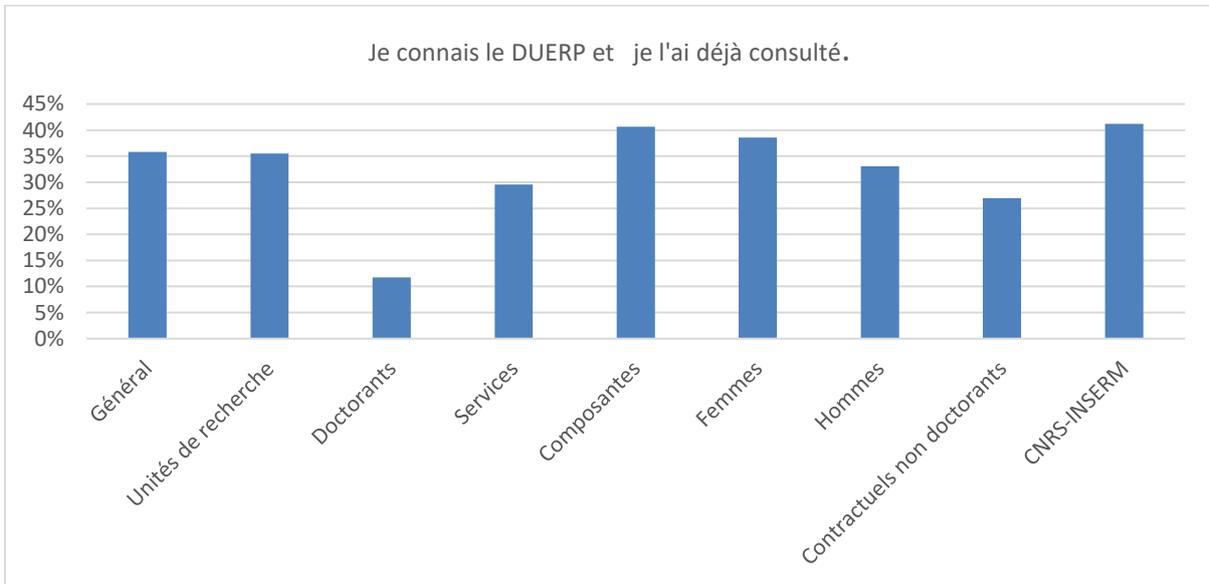
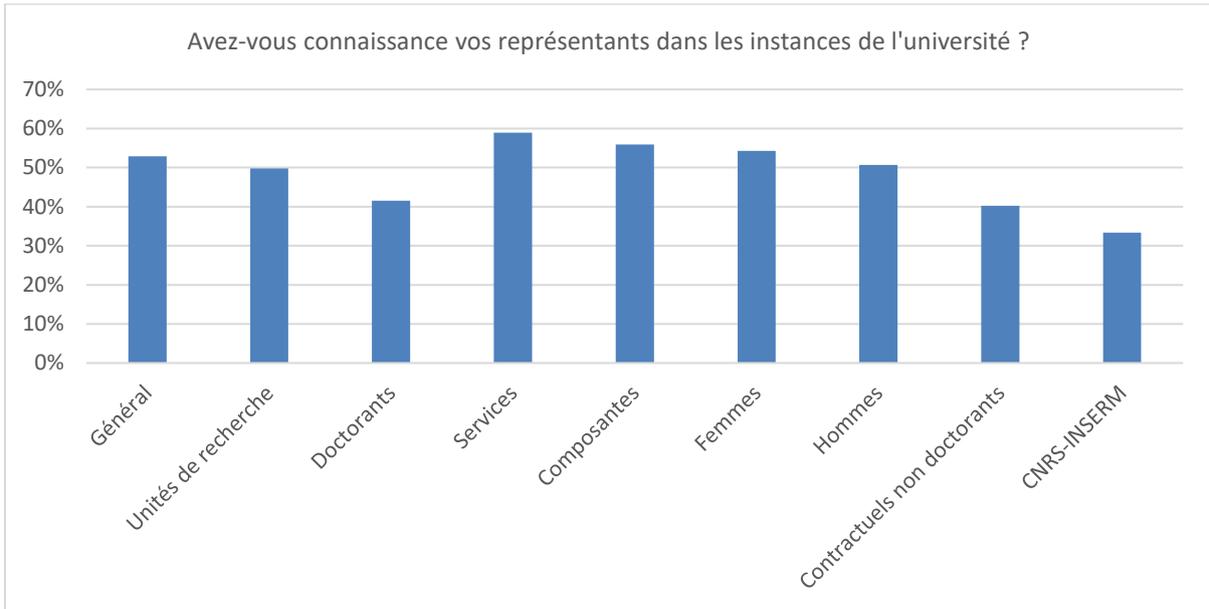
% oui



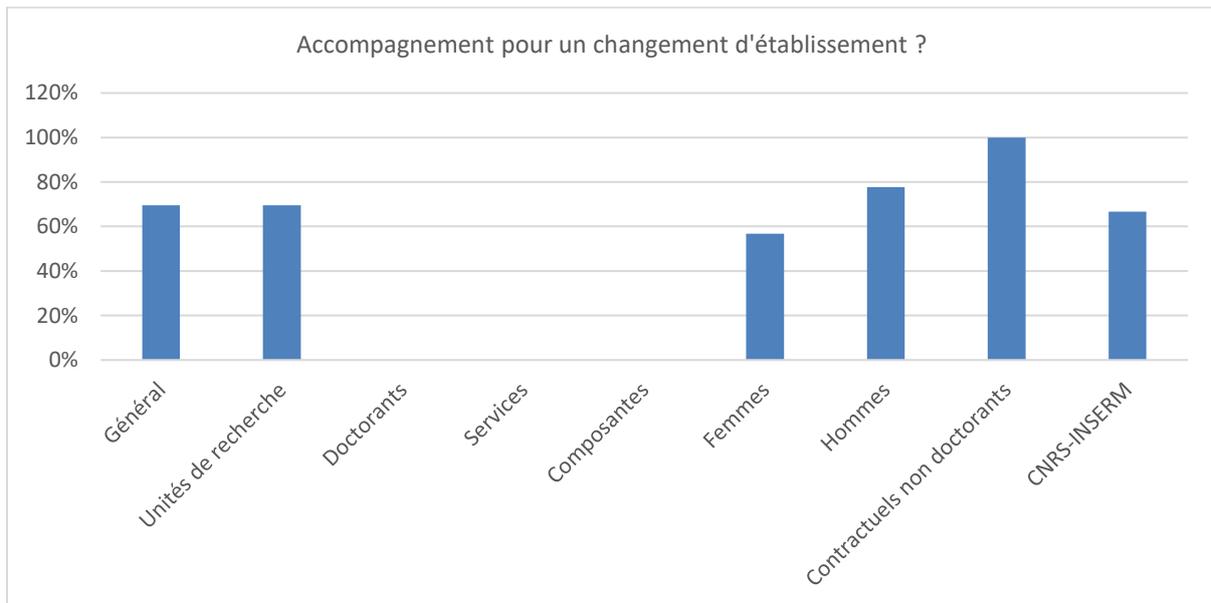
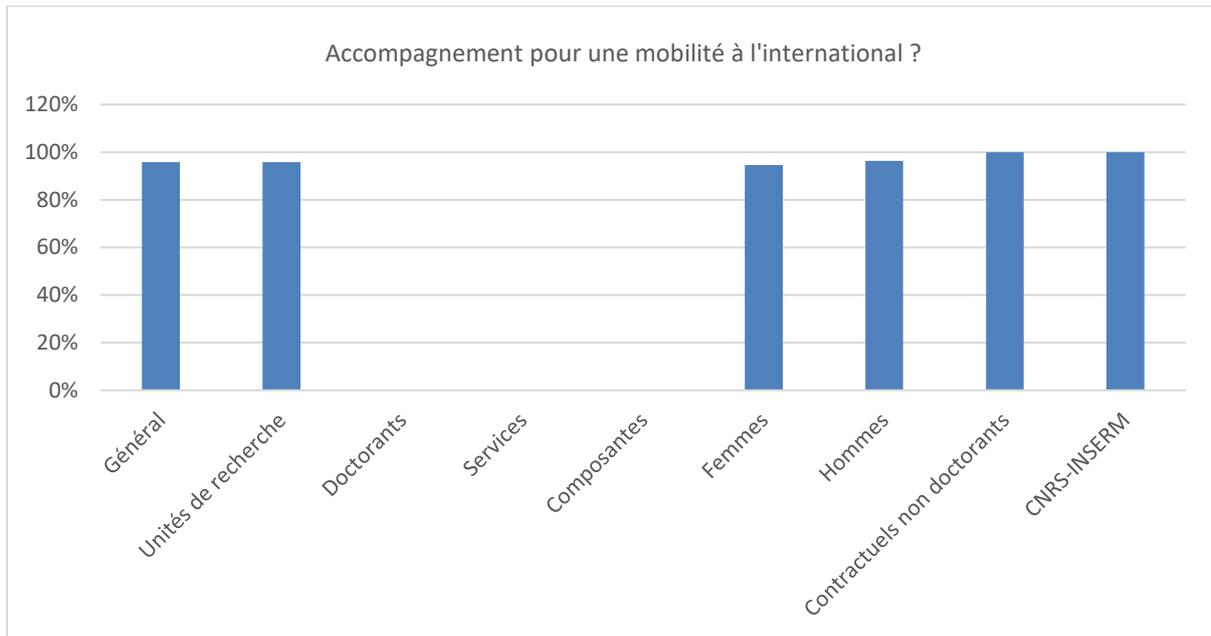
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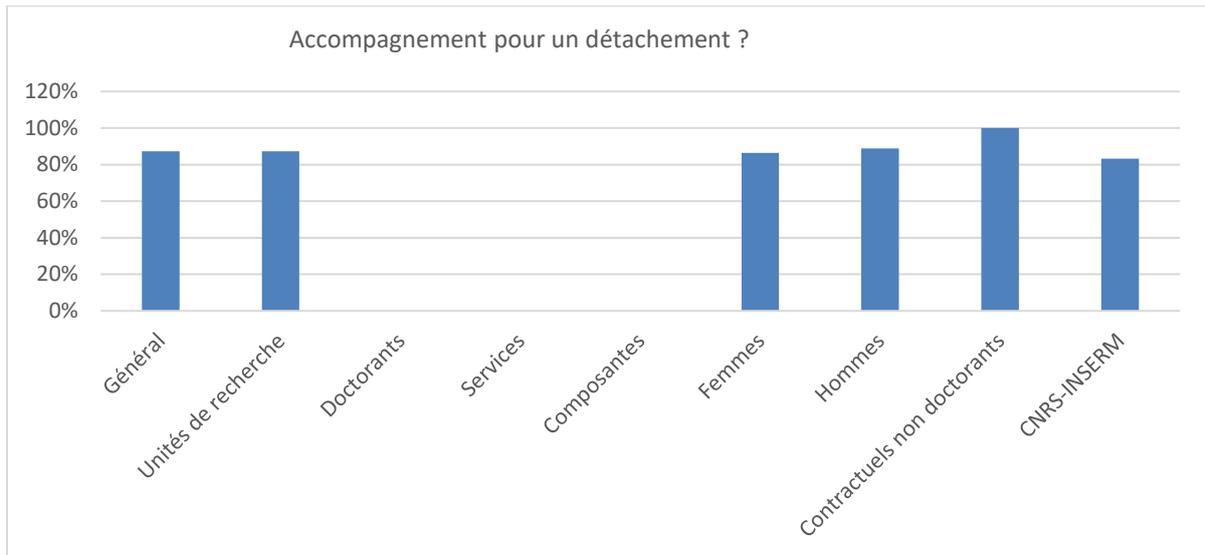
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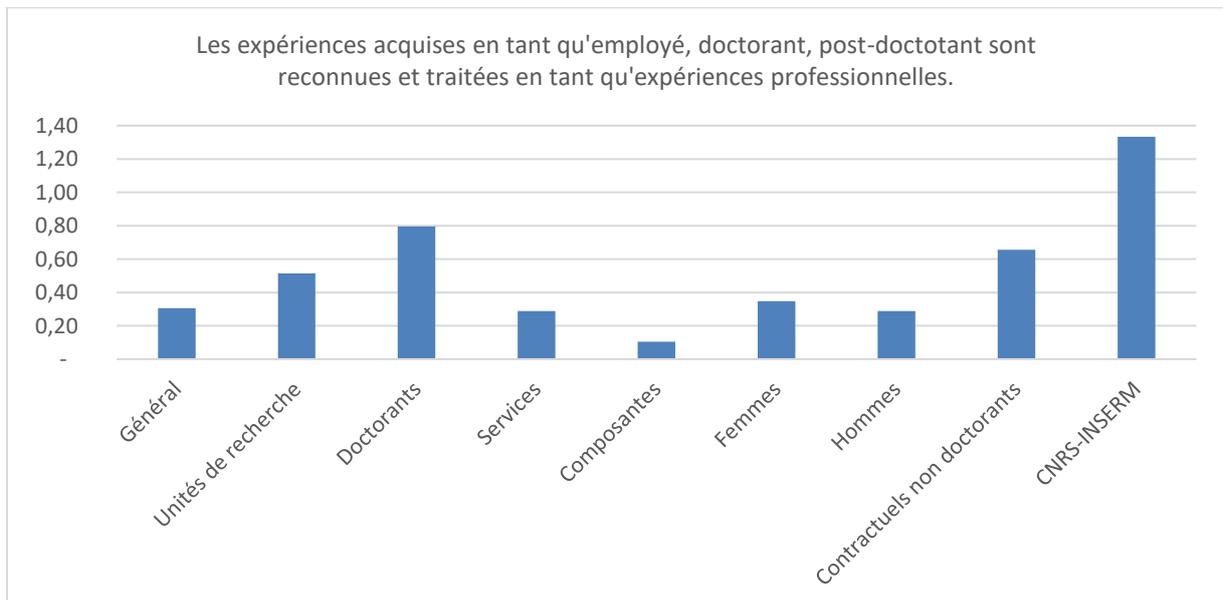


Questions à réponse graduée

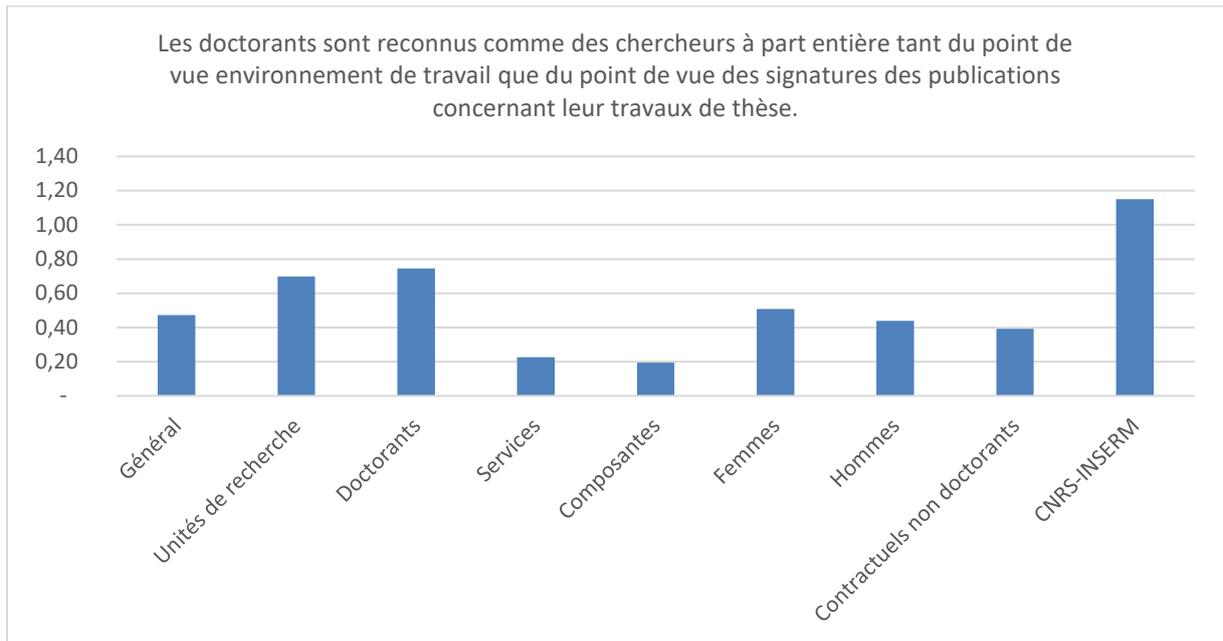
Plus il y a de points, plus on est en accord avec l'affirmation.

L'échelle va de -2 à +2

Reconnaissance de la profession

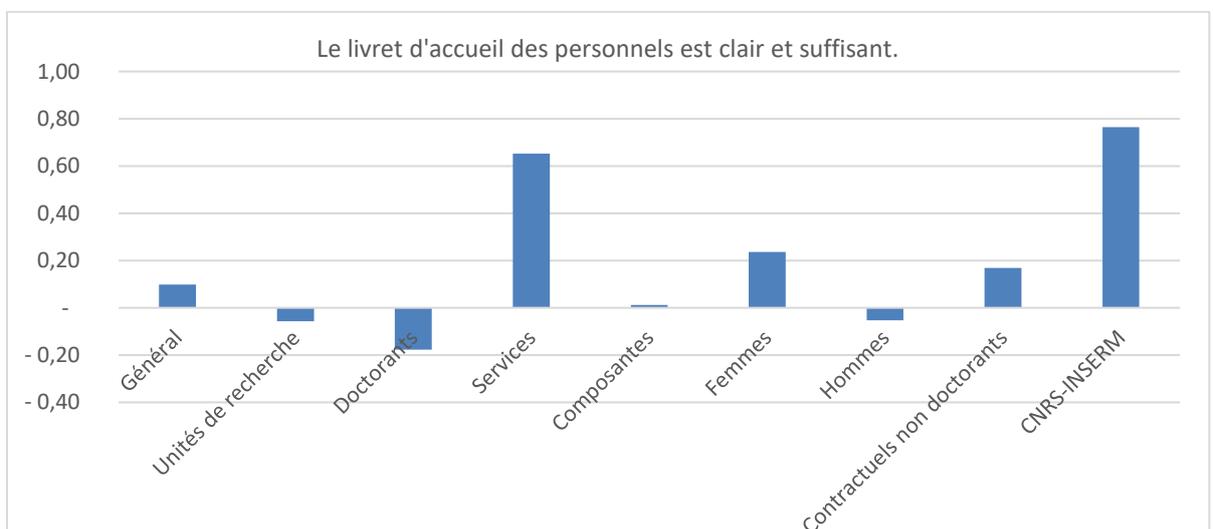
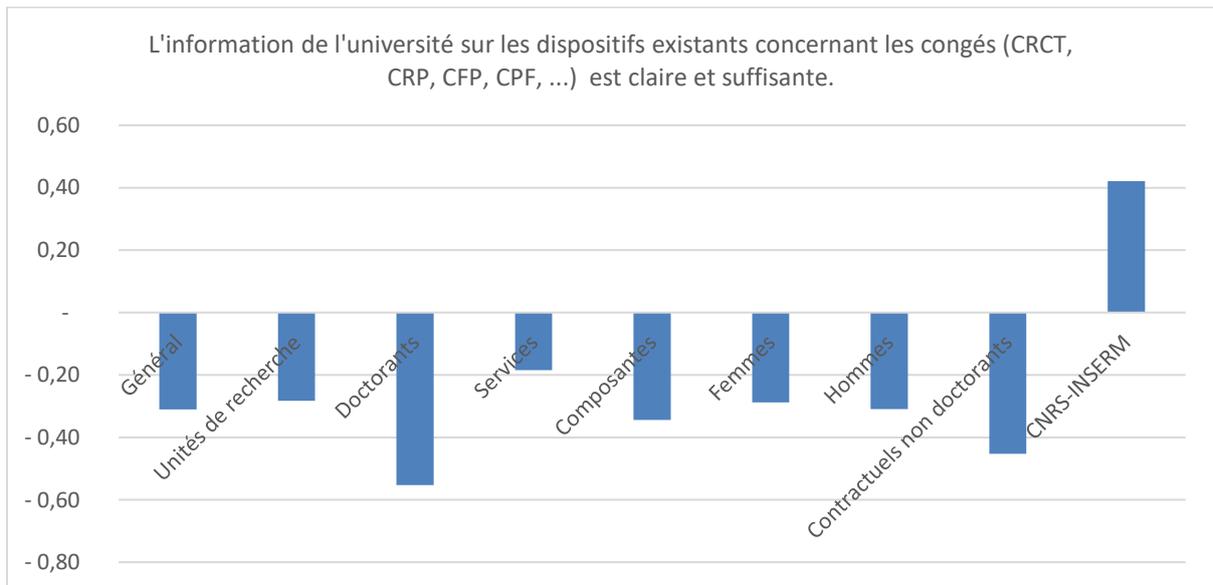
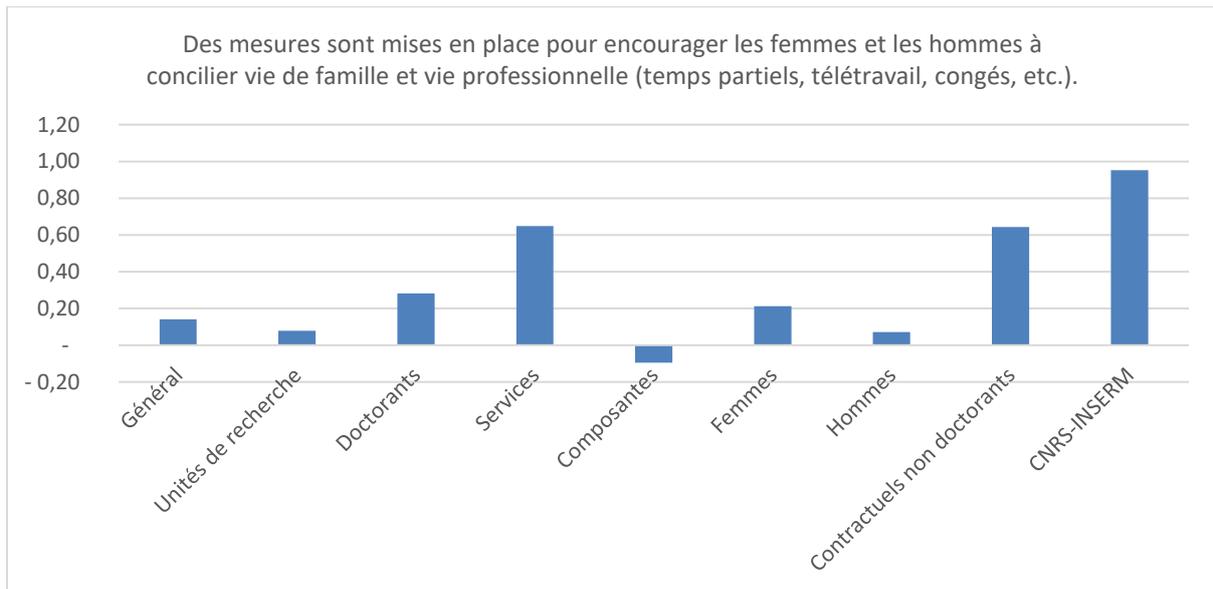


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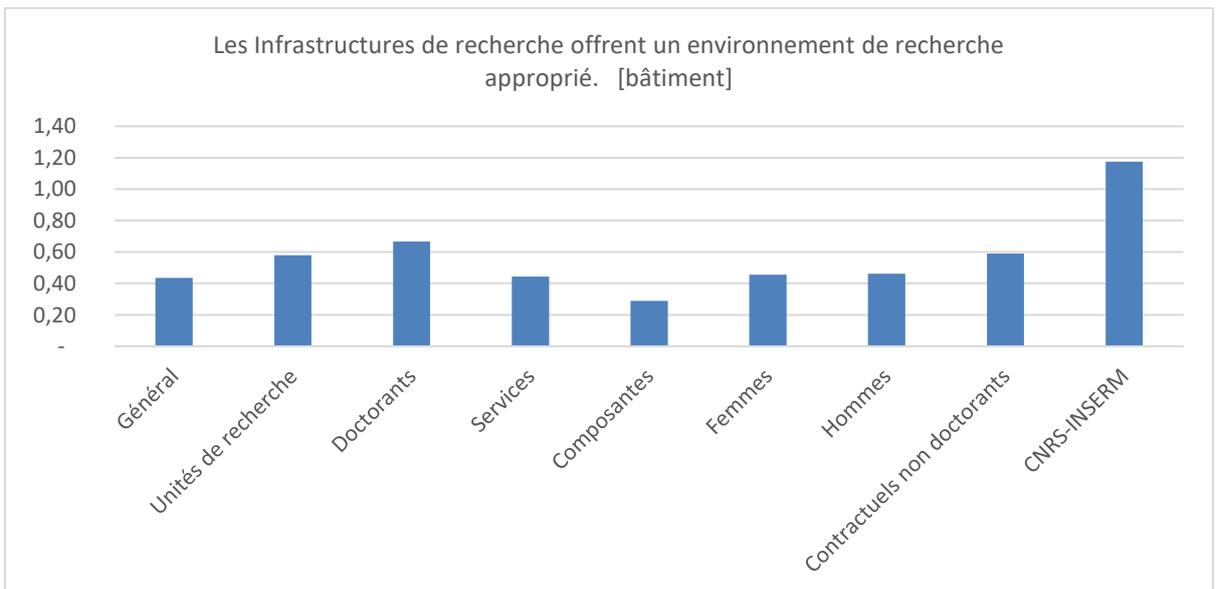
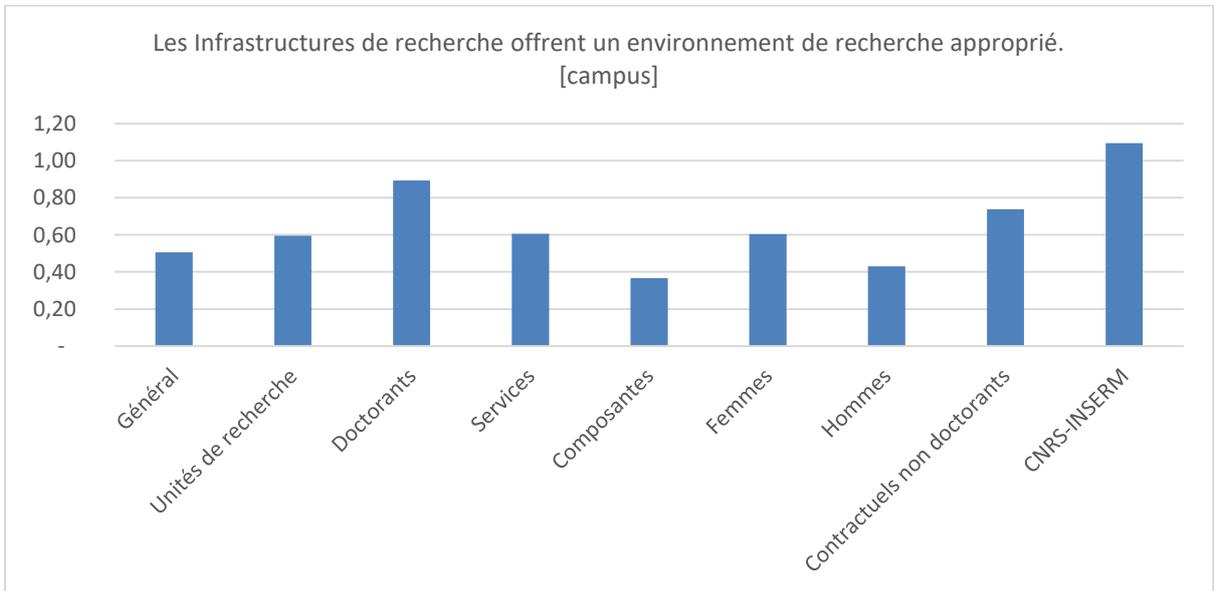
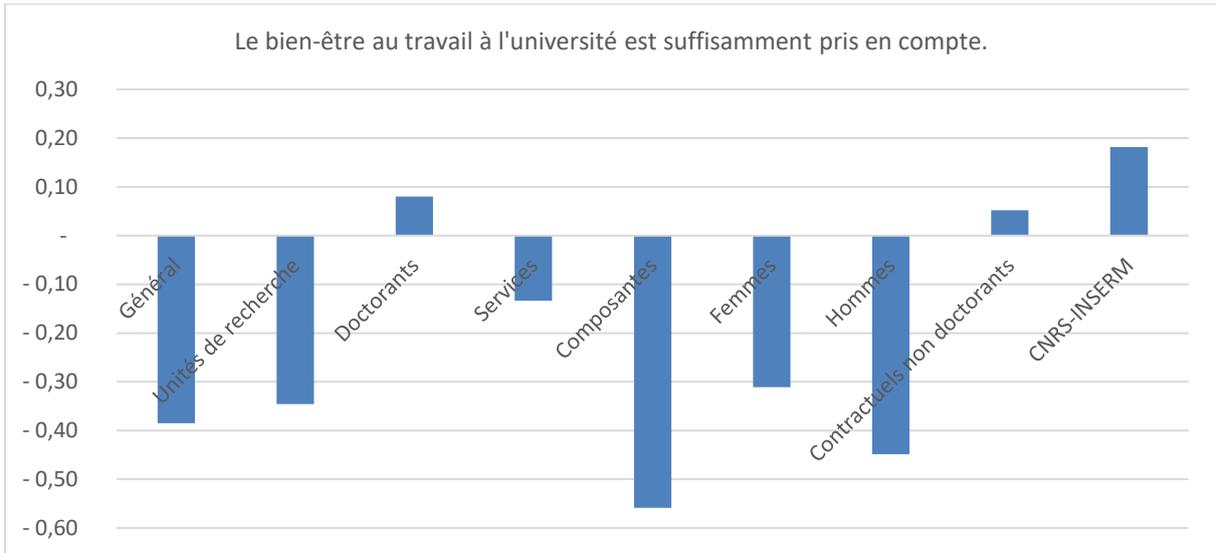


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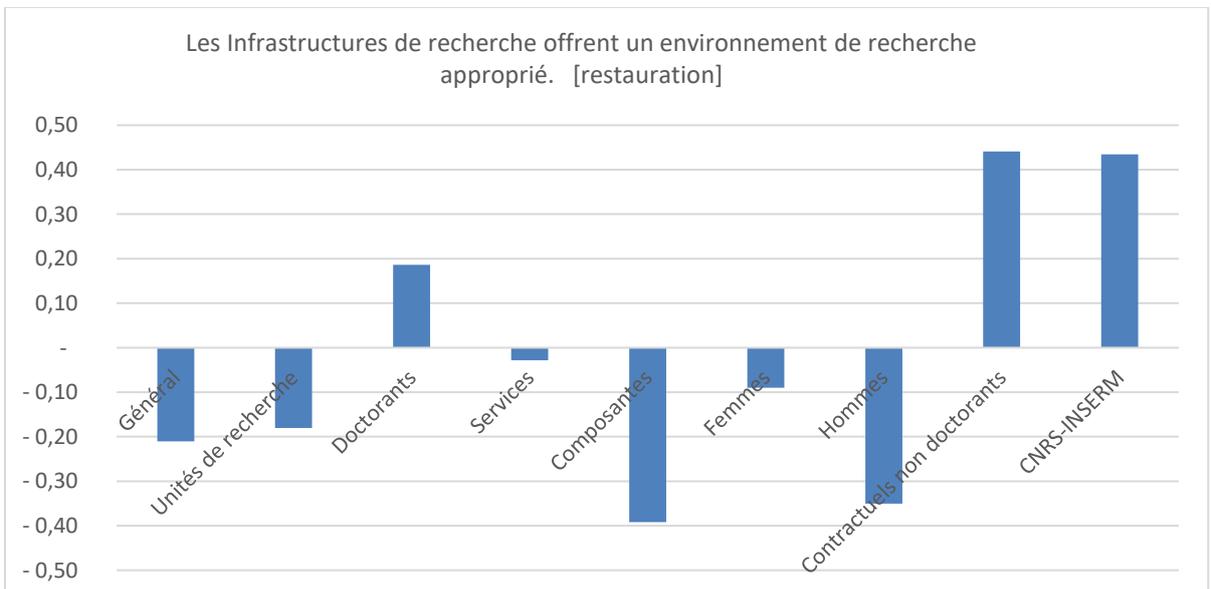
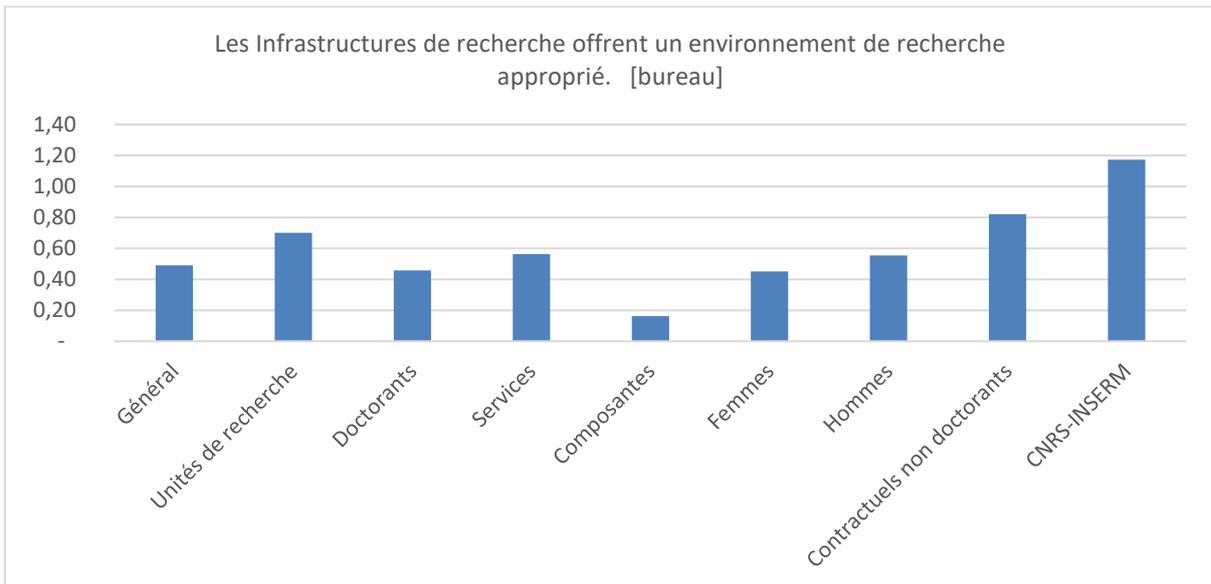
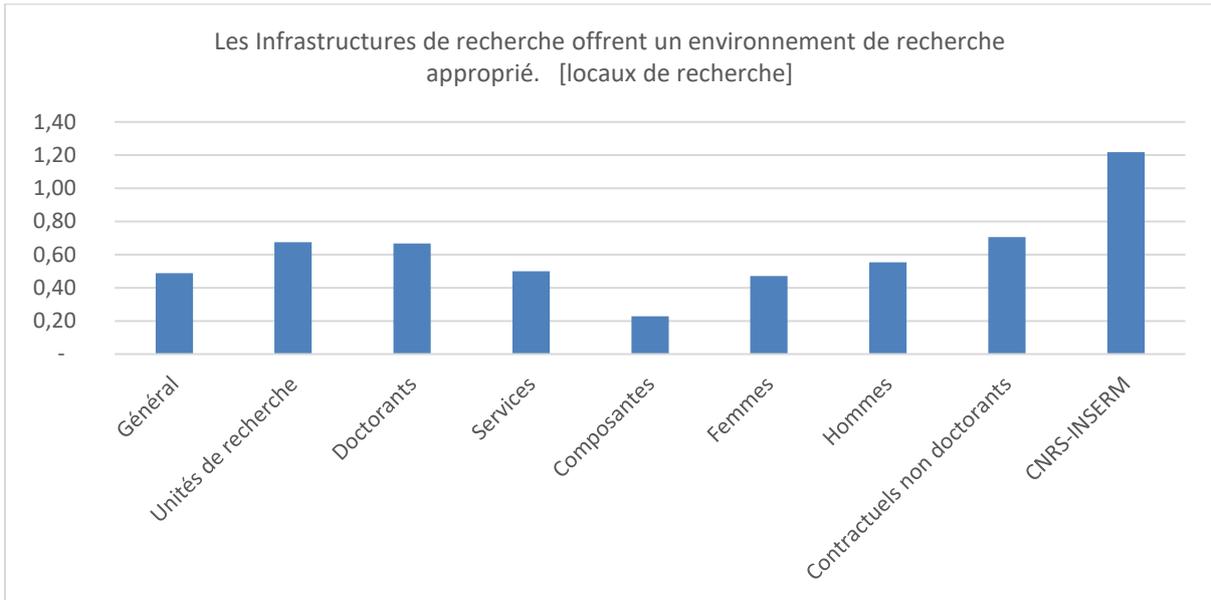
Environnement de la recherche



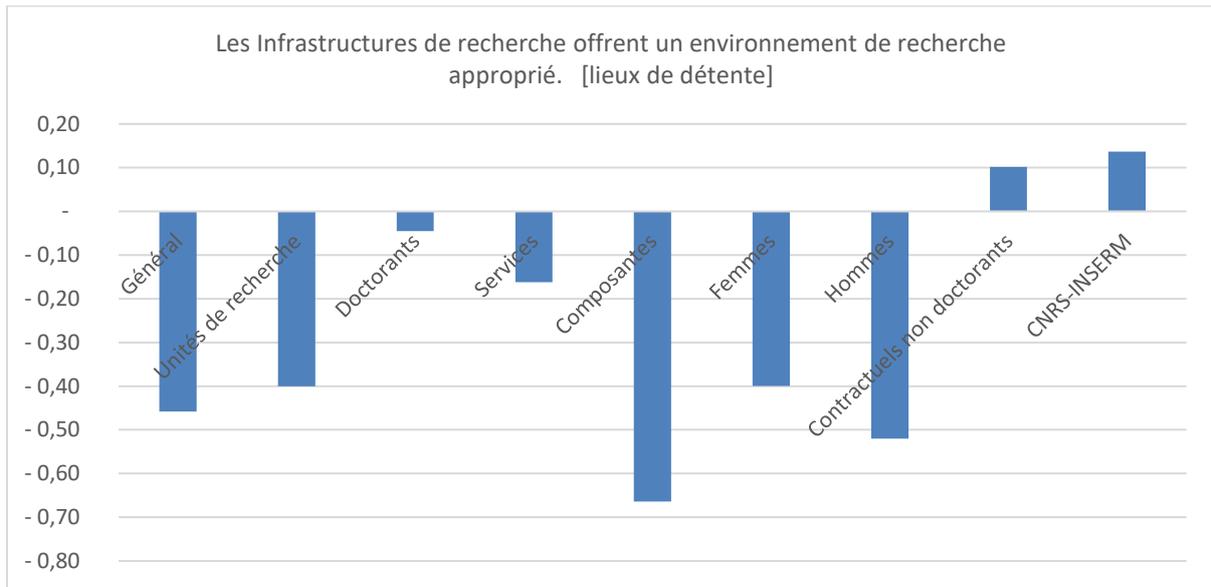
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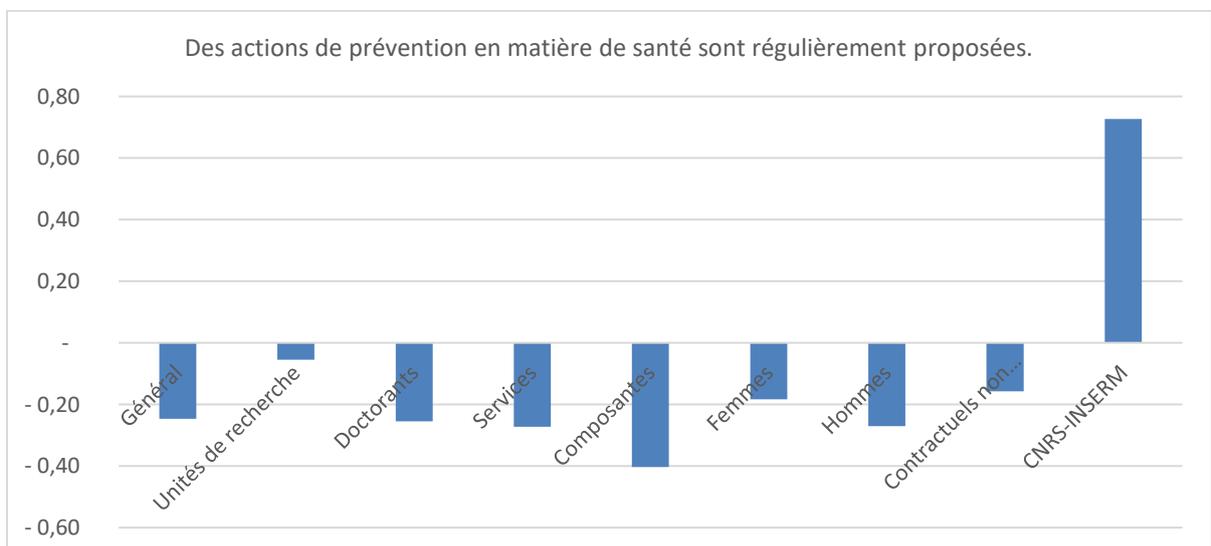
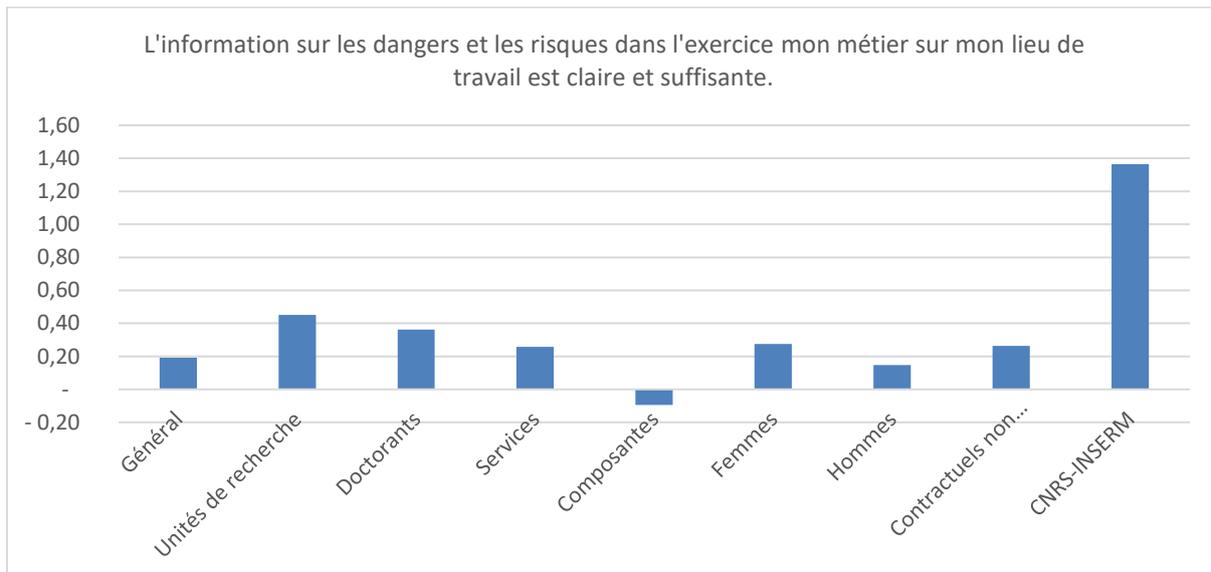
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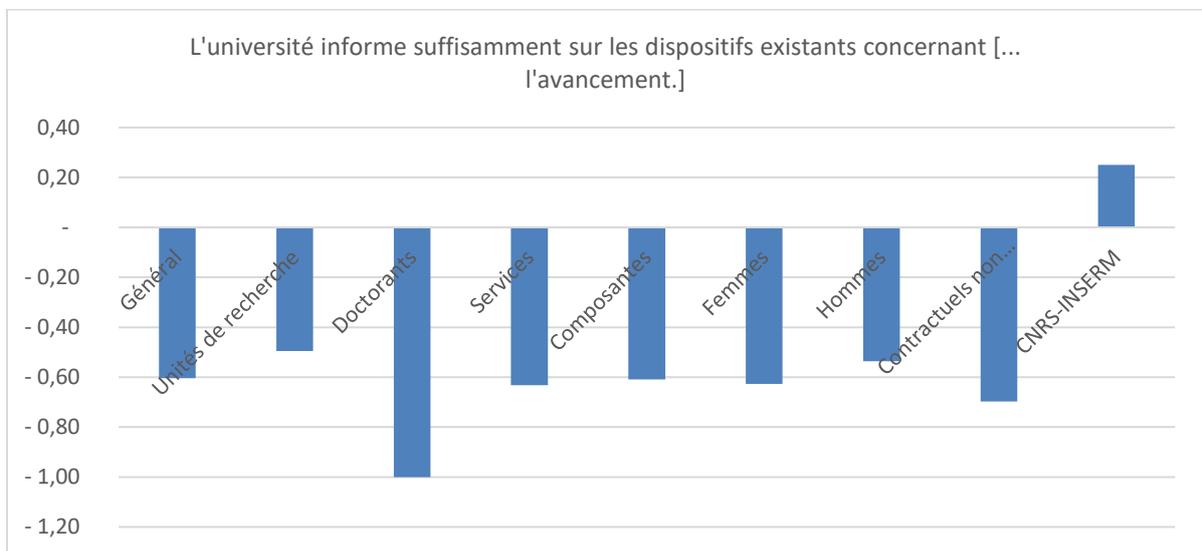
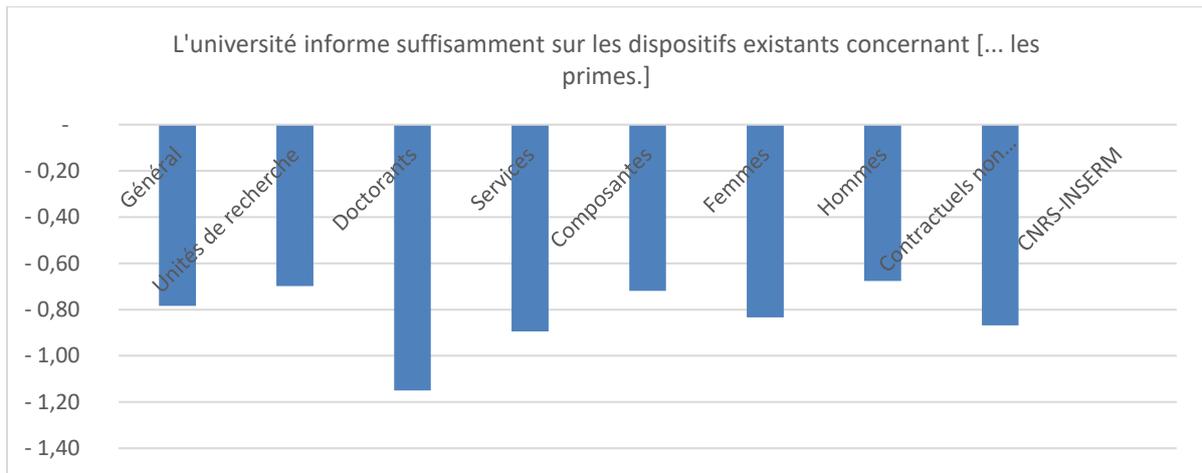


Prévention des risques et de la santé

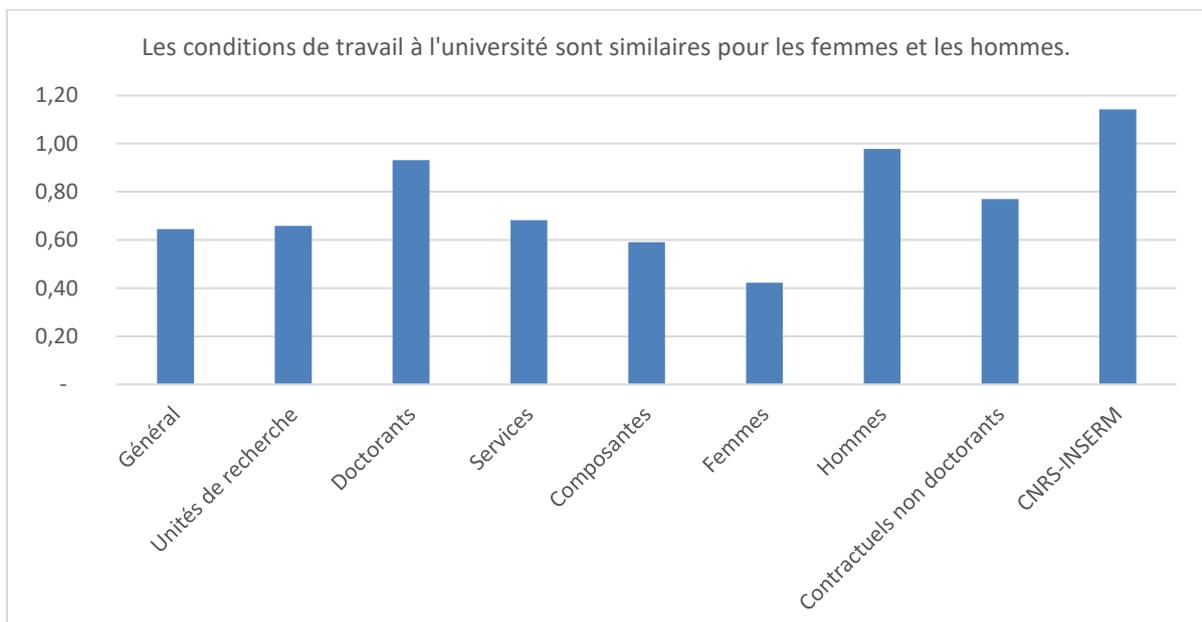


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Financement et salaires

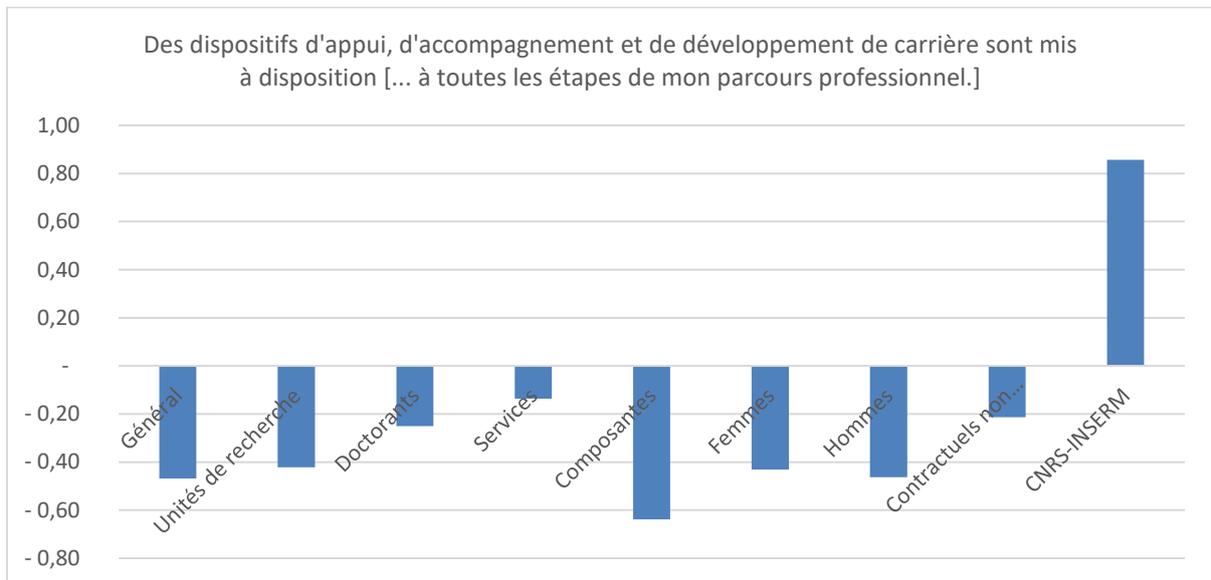
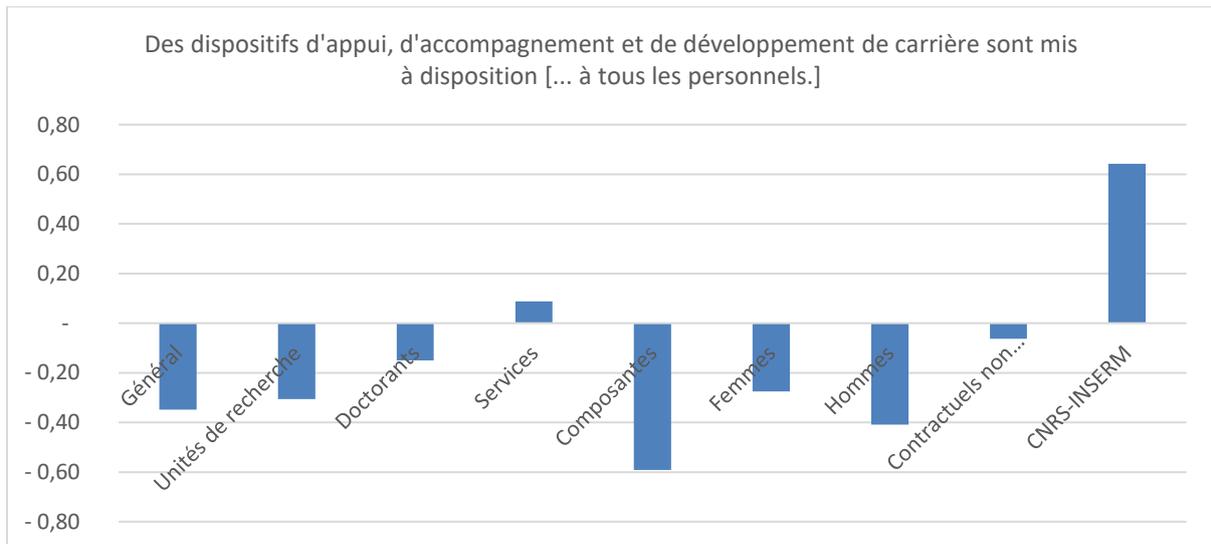


Equilibre entre les femmes et les hommes

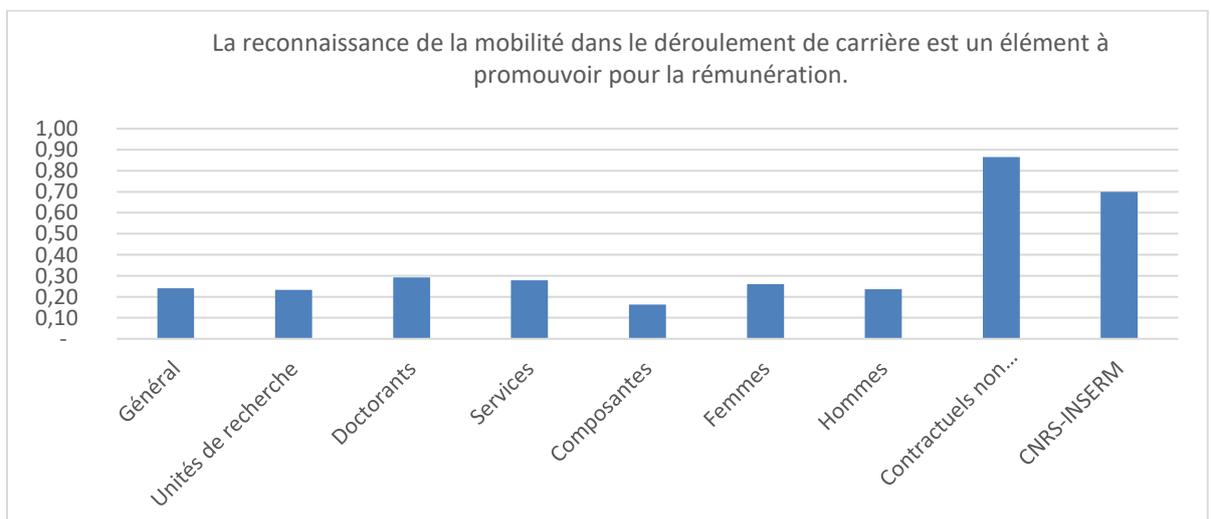


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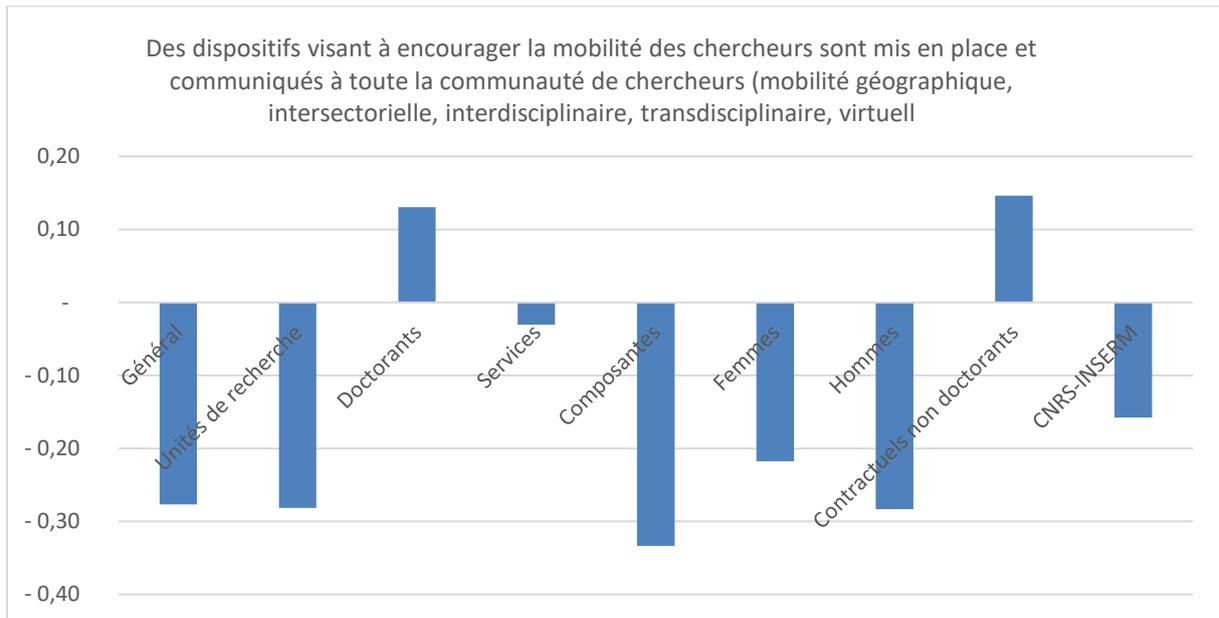
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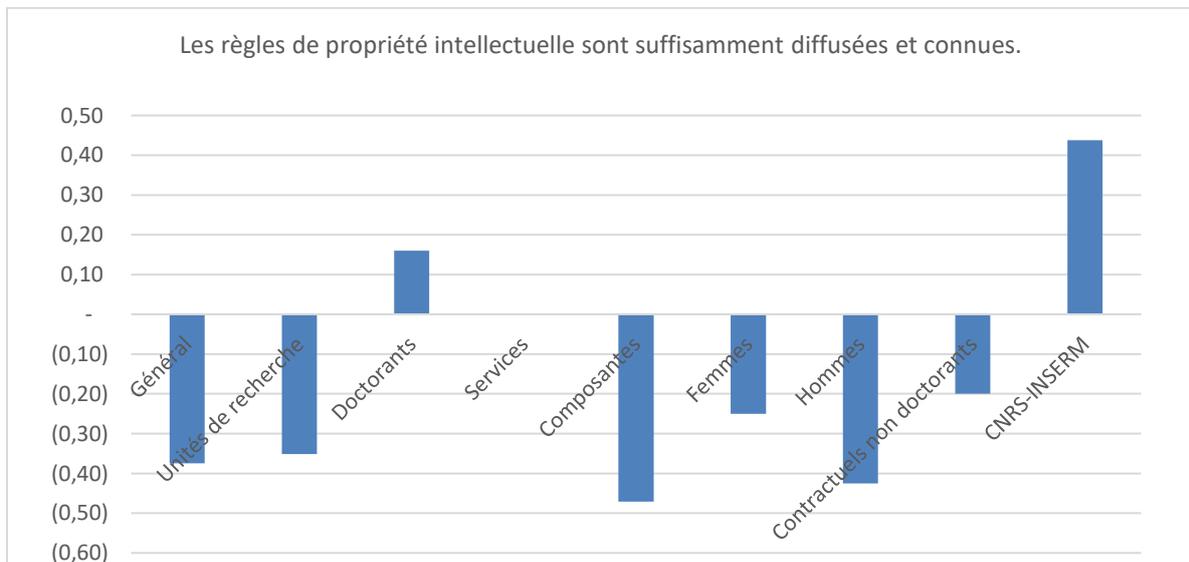
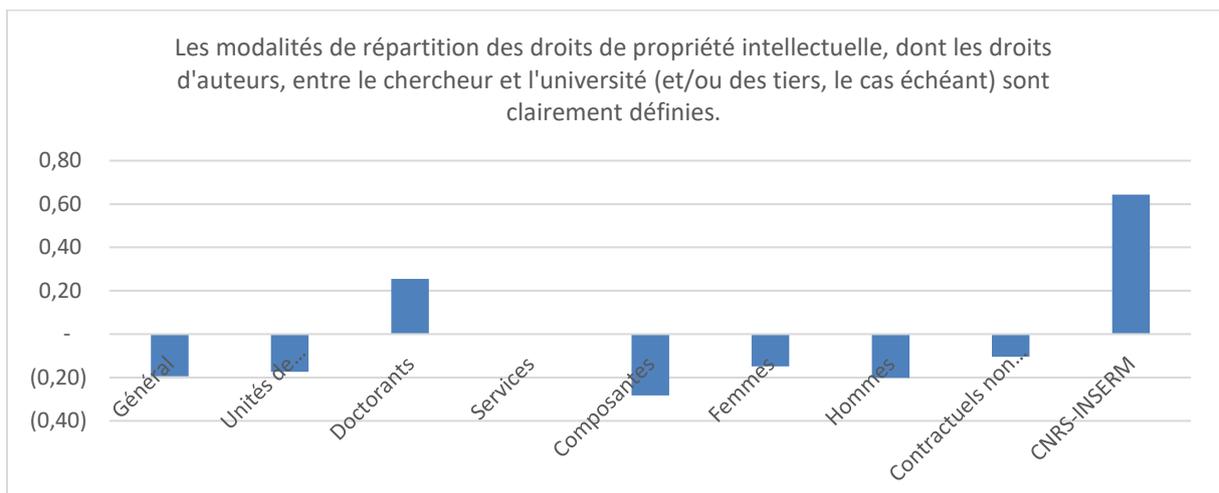
Valorisation de la mobilité



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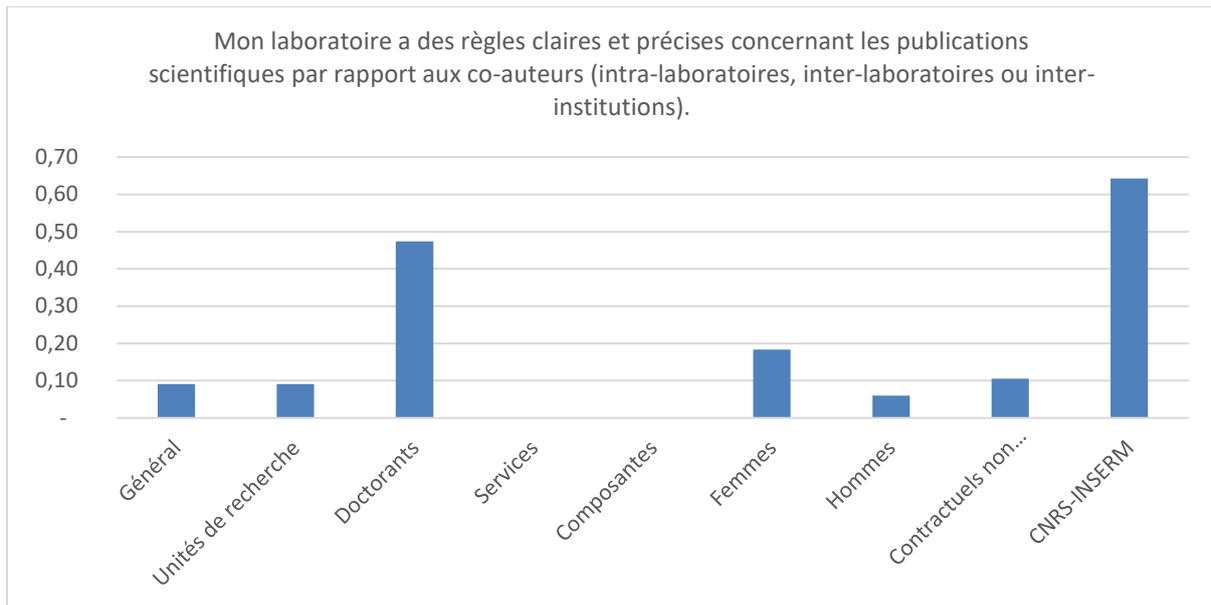


Propriété intellectuelle

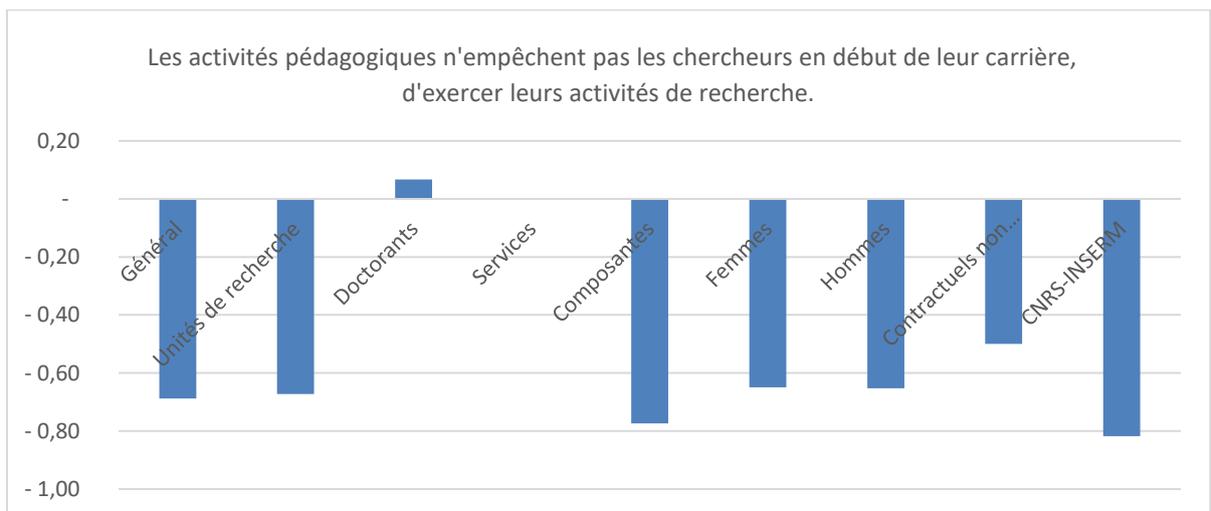


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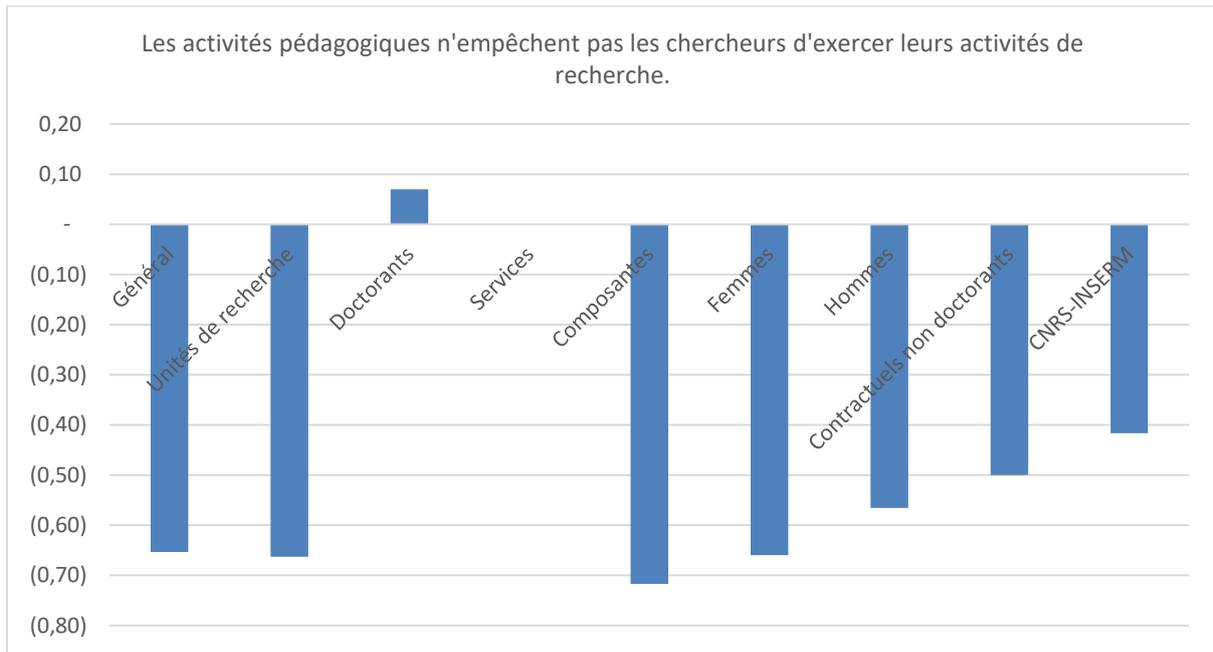
Co-auteur



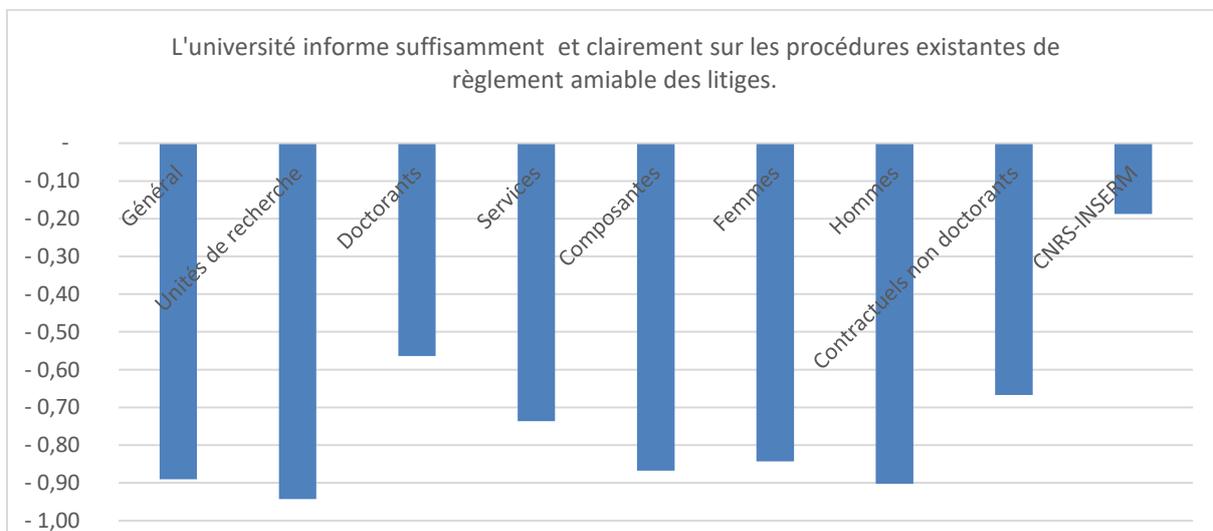
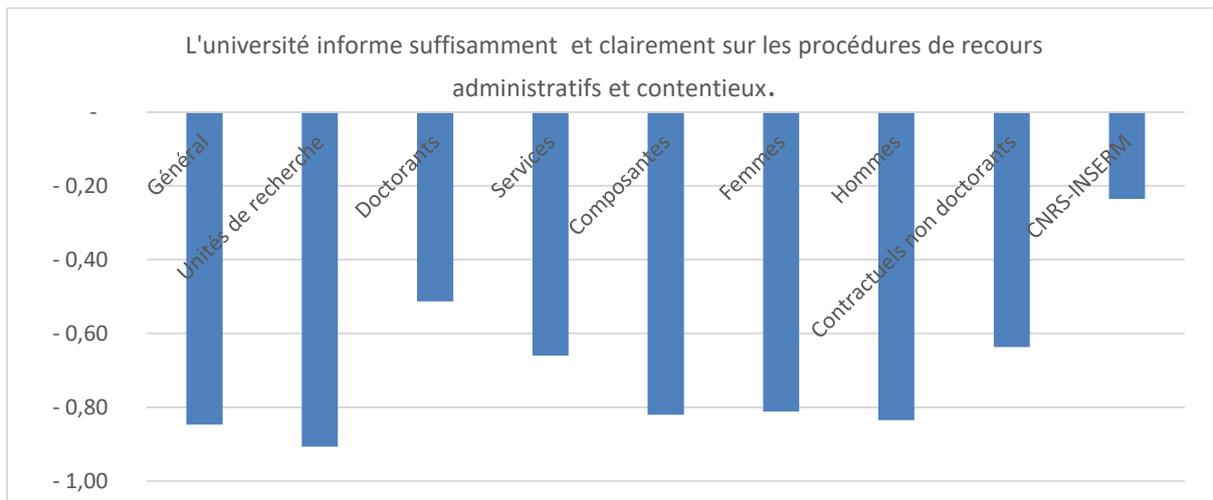
Enseignement



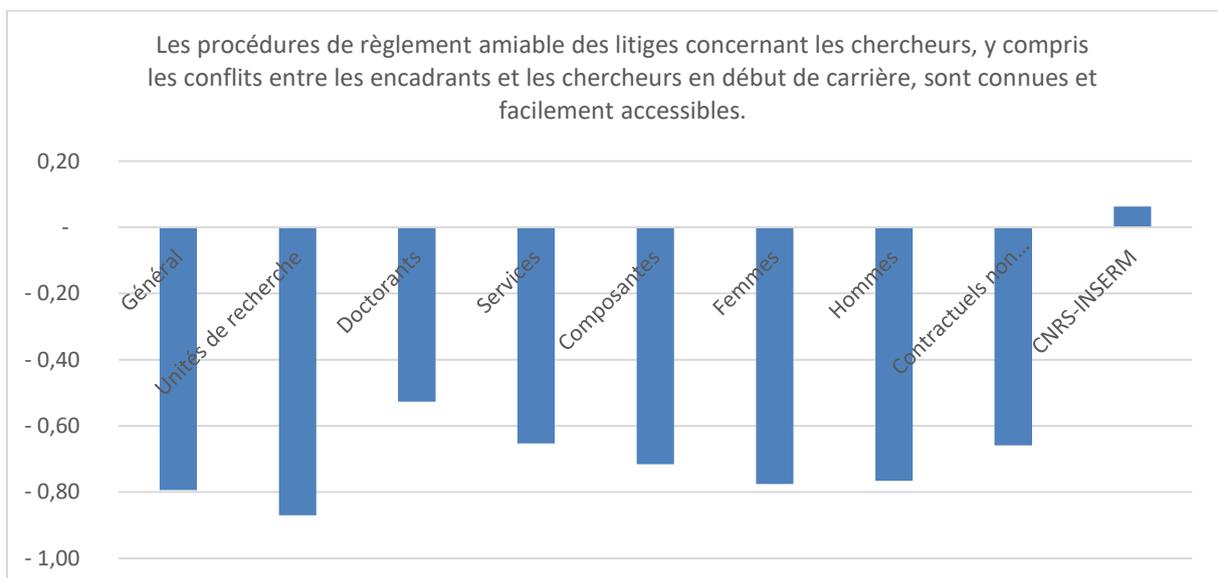
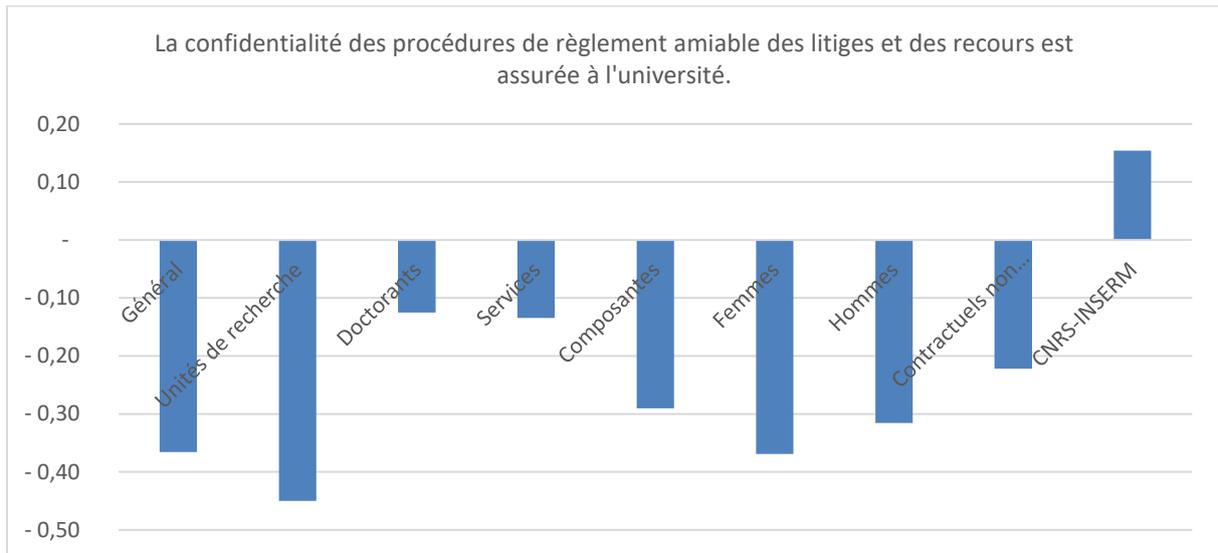
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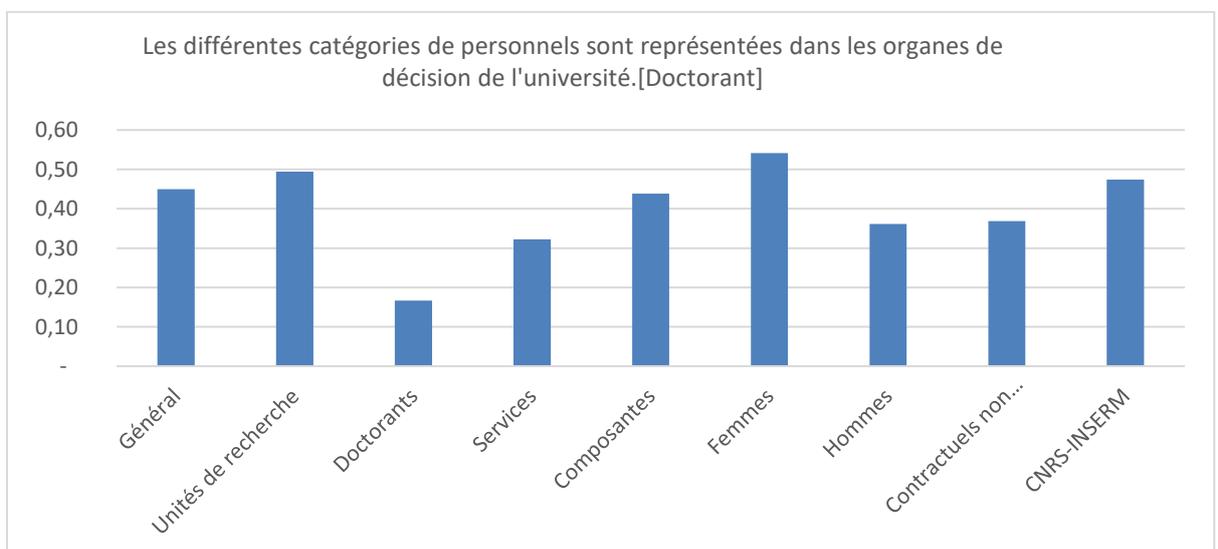
Recours administratifs et contentieux



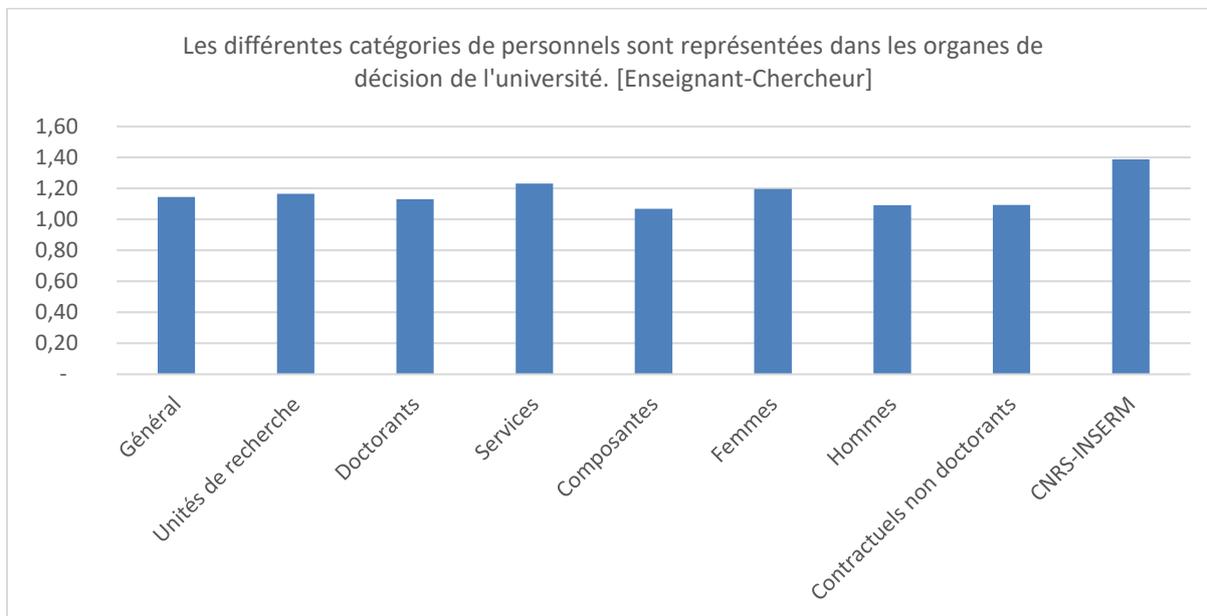
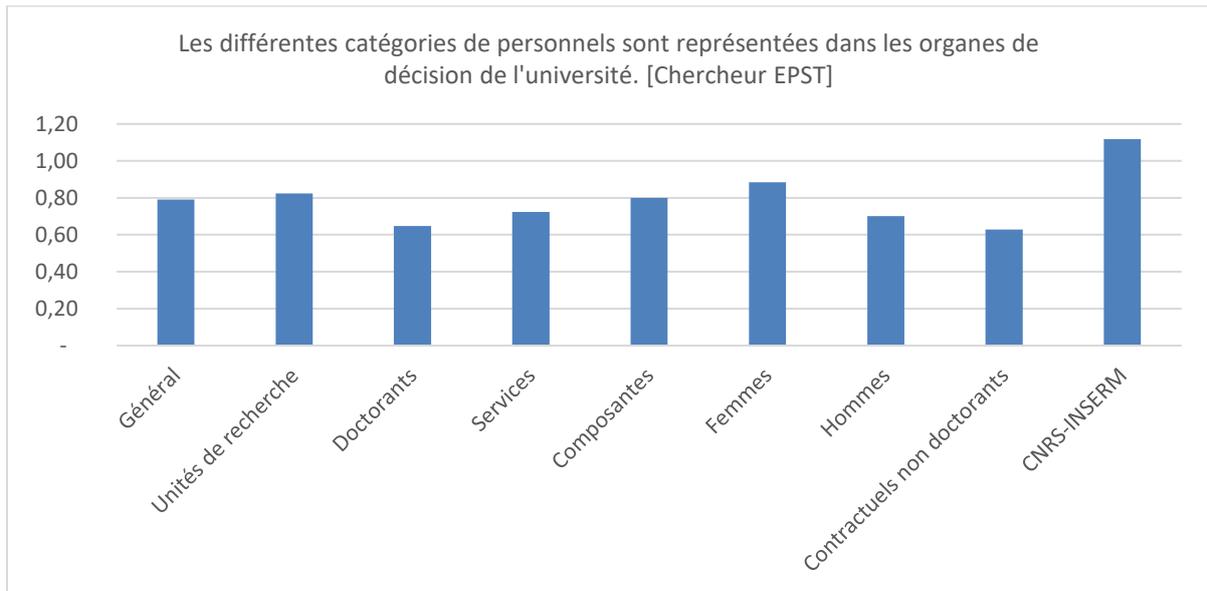
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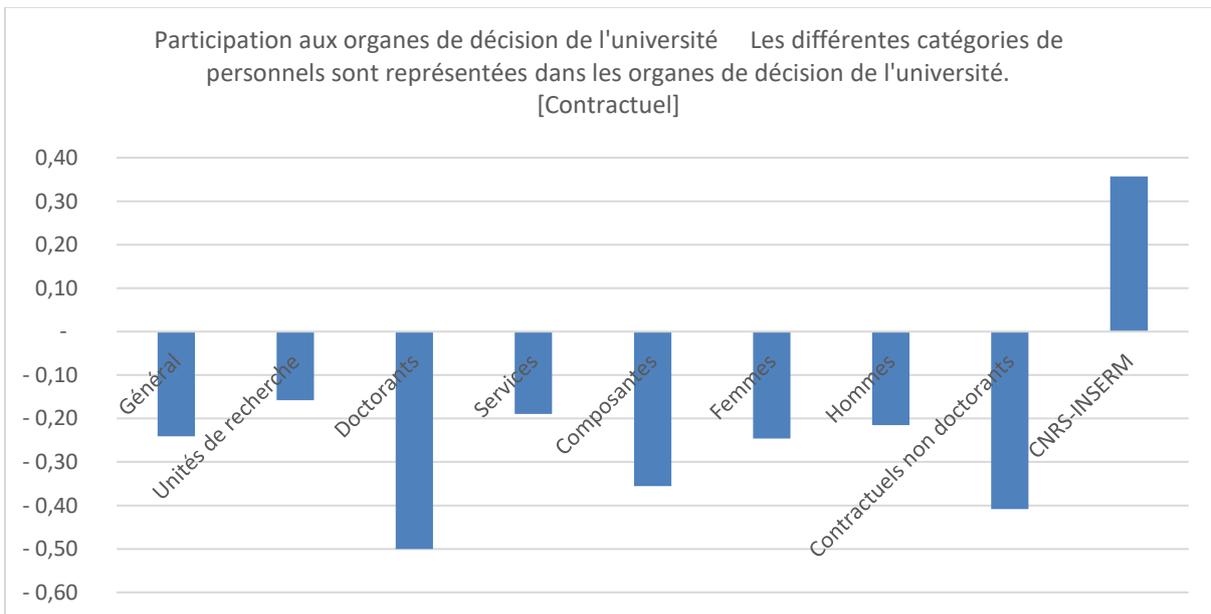
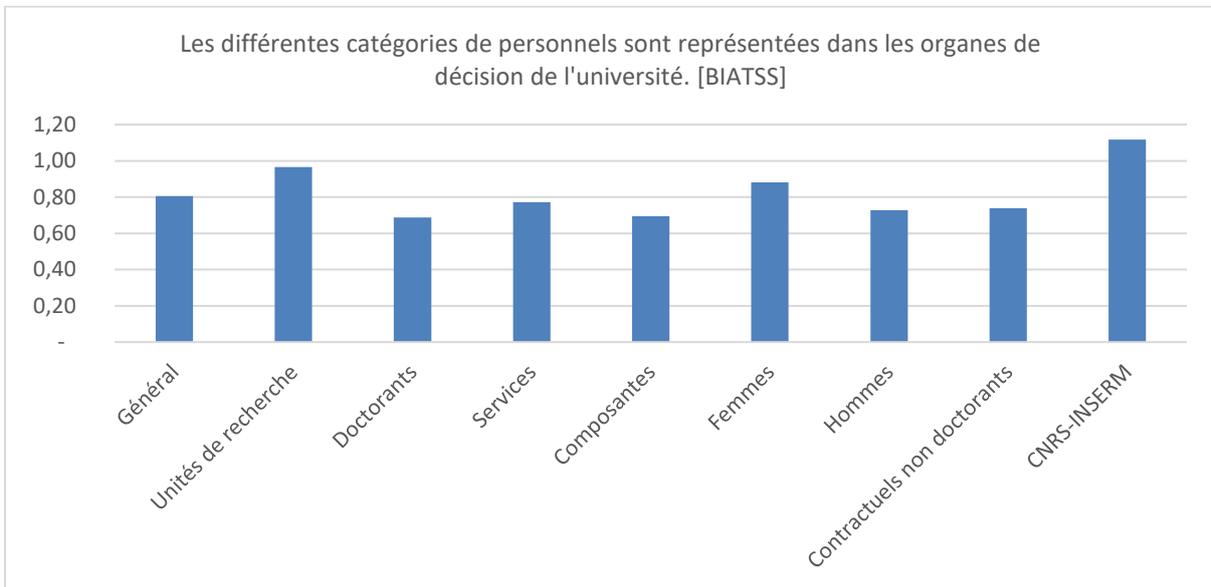
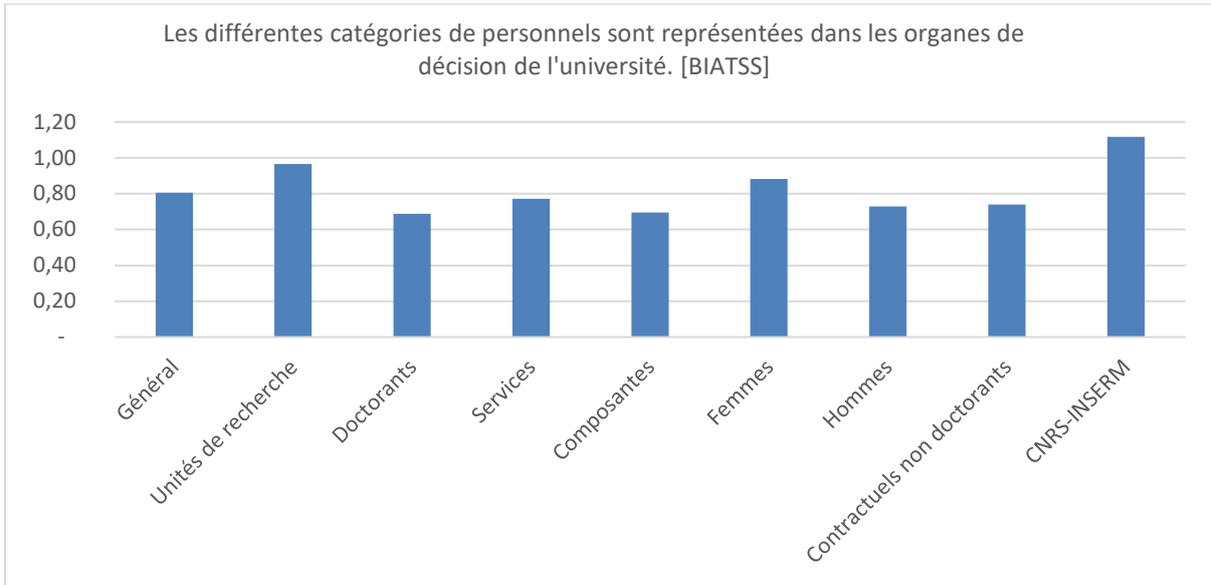
Participation aux organes de décision de l'université



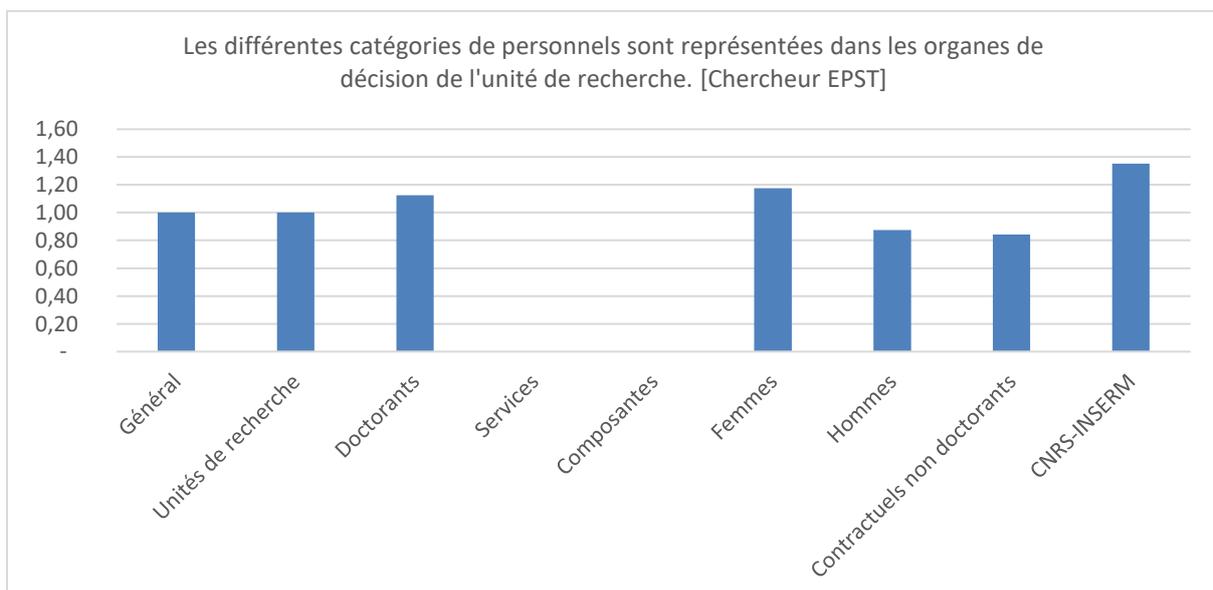
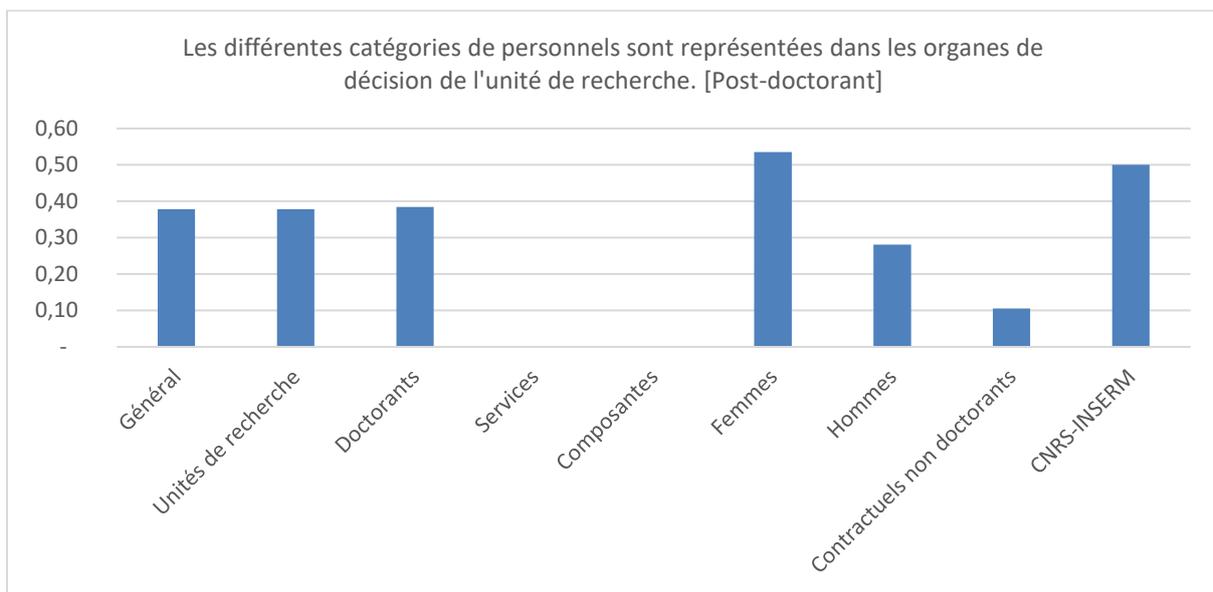
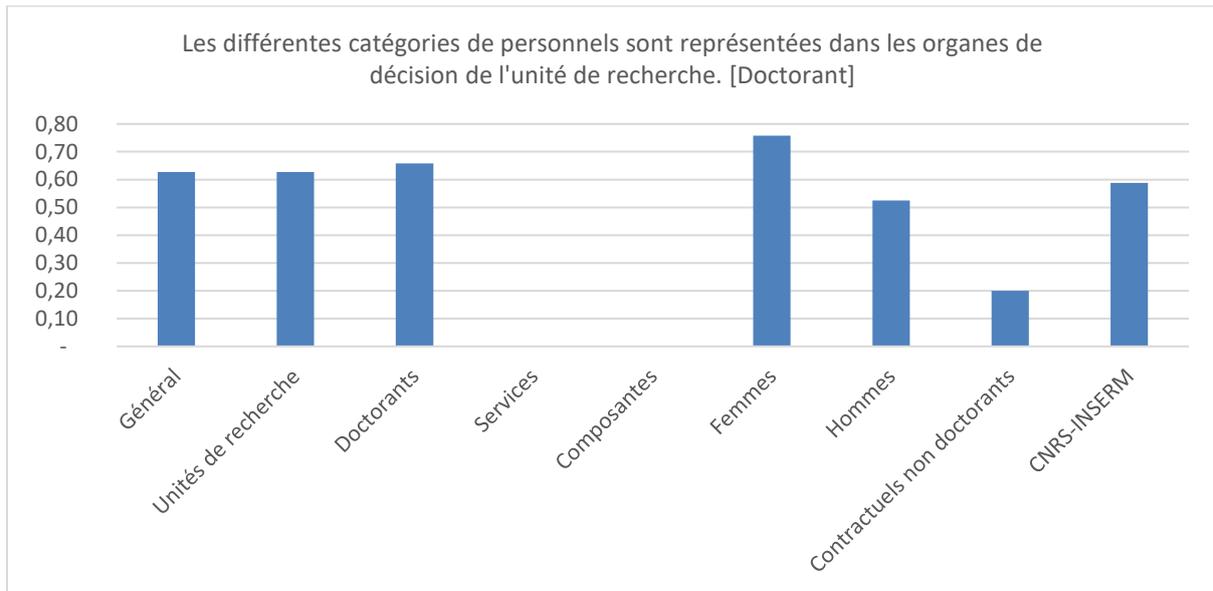
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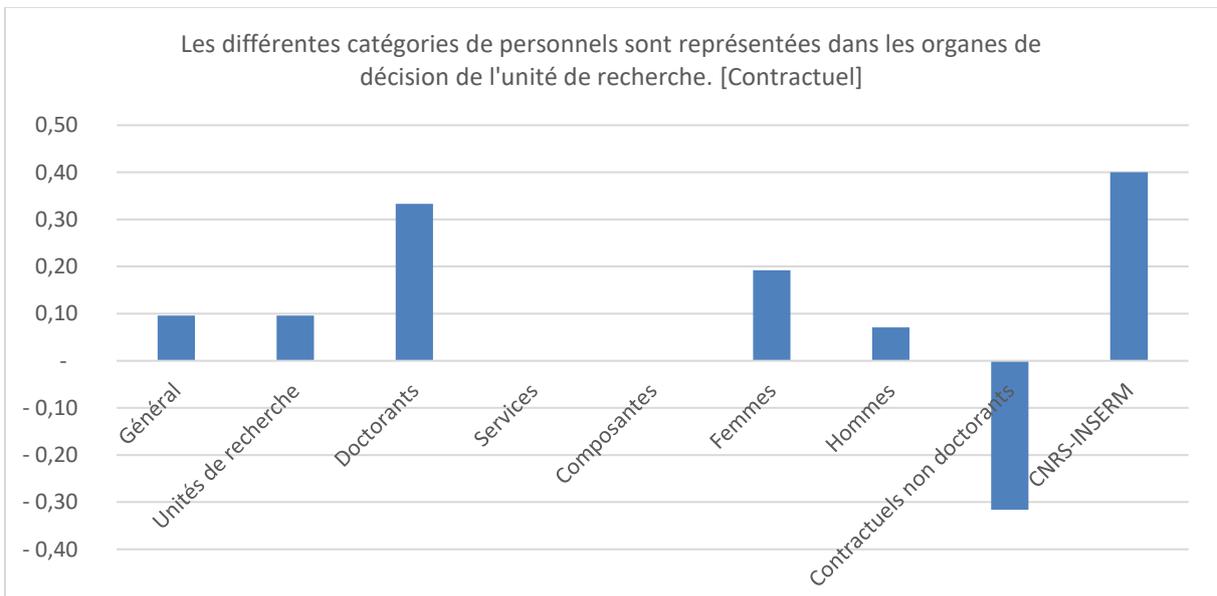
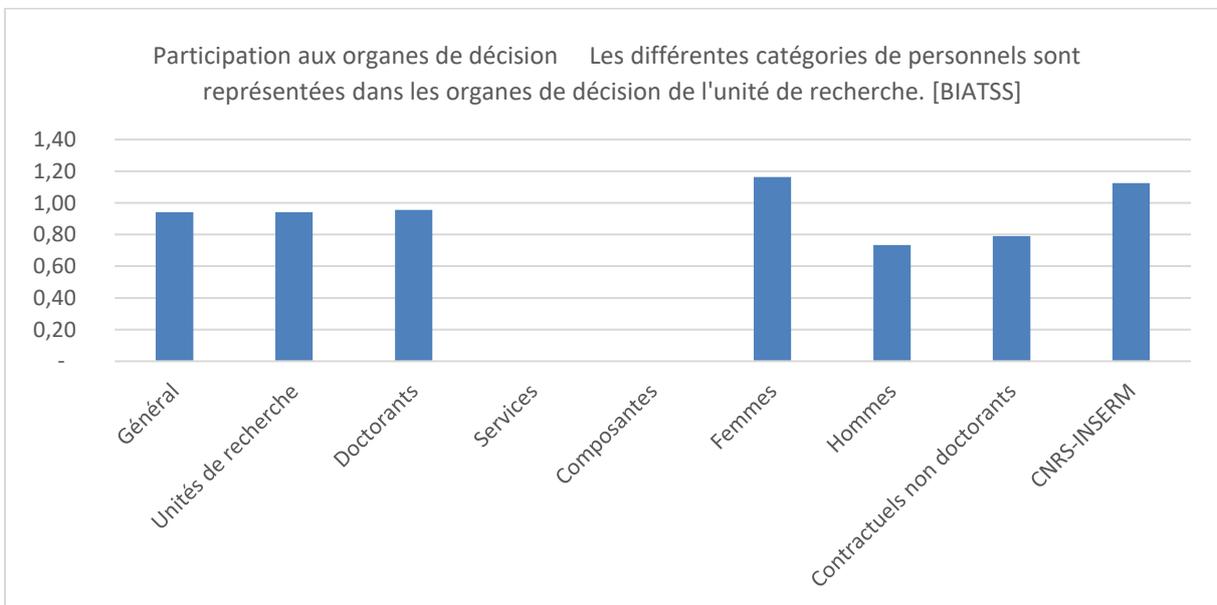
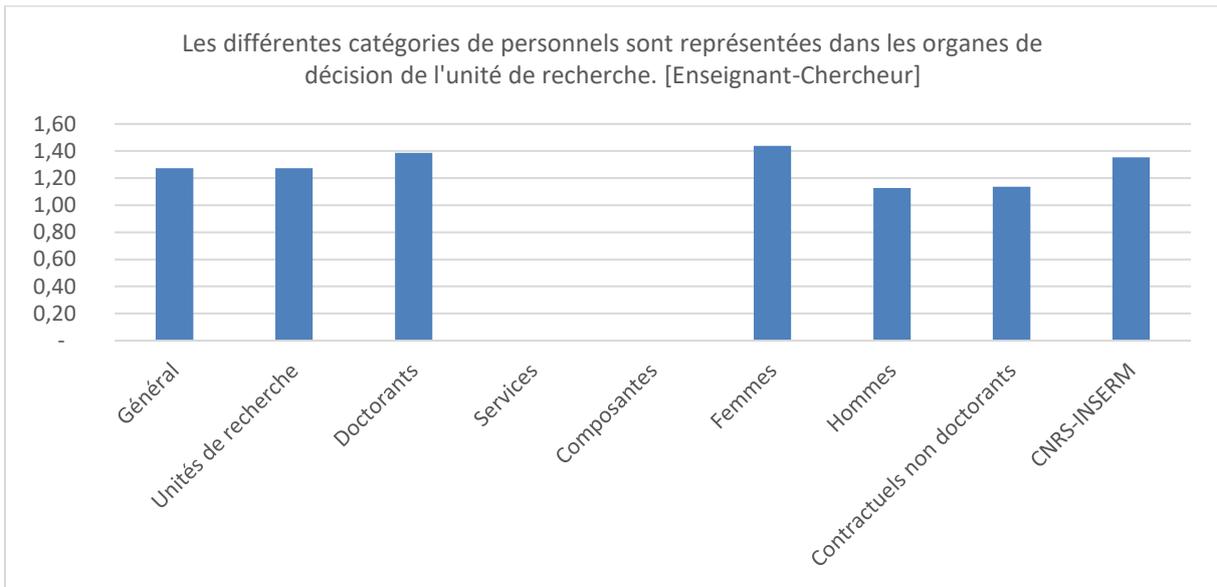
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Priorisation des actions

