

HRS4R survey: Working conditions

Synthesis

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1st quarter 2022.

Preamble:

This survey was carried out over a period of one quarter in 2021-22 as part of the initial phase to obtain the European Seal of Excellence HRS4R

It concerns all staff working at the University, including the staff of the EPST accommodated.

A focus was made on the following populations:

- Général : General = all staff
- Unités de recherche : Research units = all personnel attached to a research unit
- Doctorants : PhD students = PhD students
- Services = all staff attached to the central services of the university.
- Composante : Components = all personnel attached to a component (researchers are attached to research units)
- Femme
- Homme
- Contractuels : Contractors: all contractors who are not PhD students
- CNRS/INSERM: EPST staff in research units.

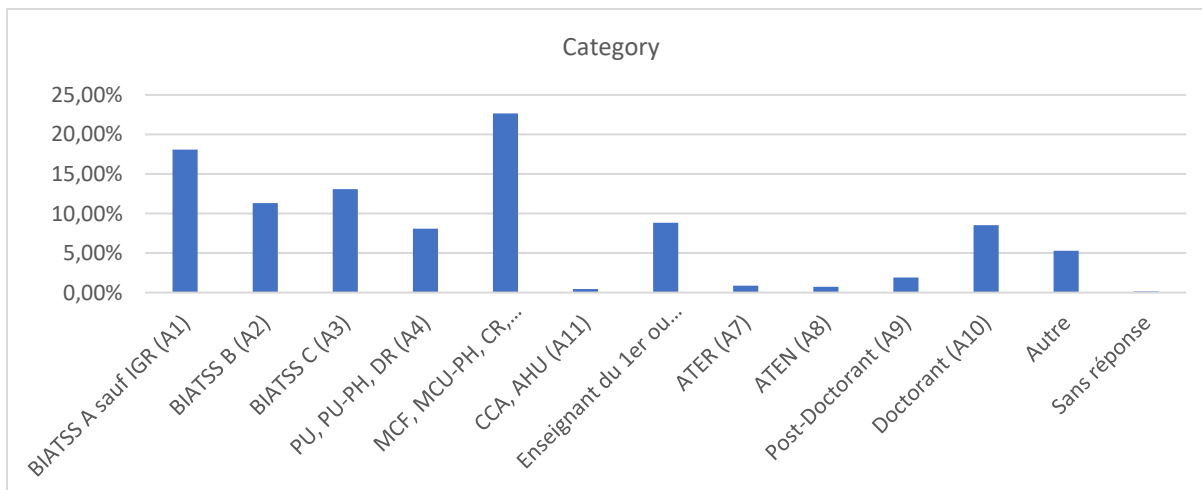
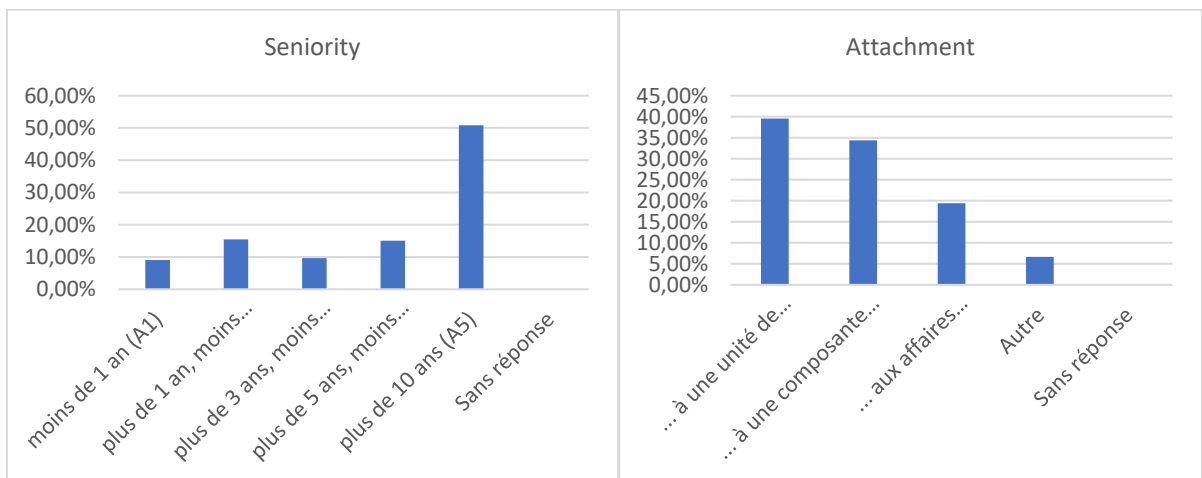
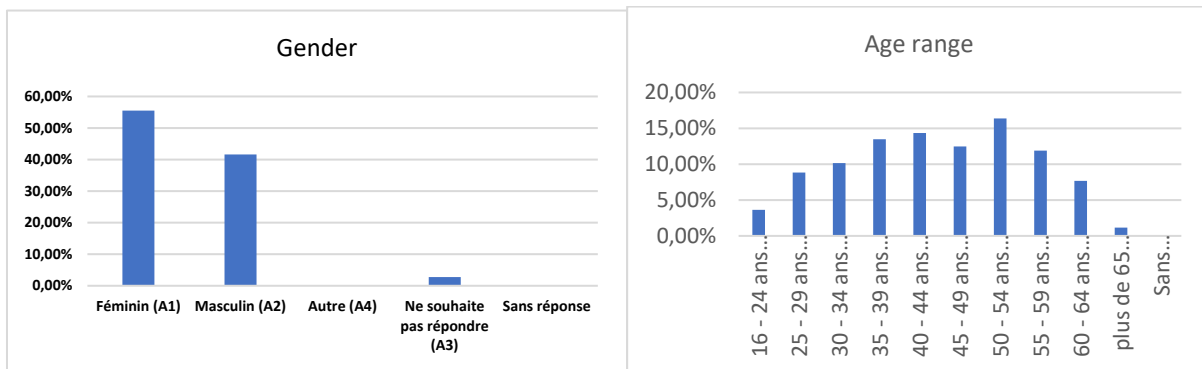
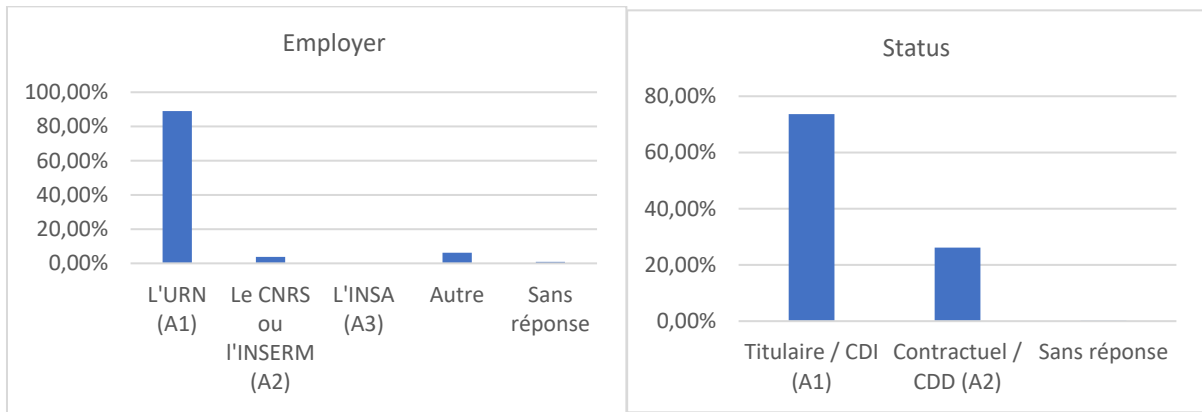
This document presents statistics for the above categories. Two values can serve as a reference for any interpretation: the general statistics and the statistics of EPST staff, knowing that the CNRS and INSERM have been certified for several years.

Respondent Profile:

All staff working at the URN have been contacted including temporary workers, EPST staff and PhD students.

Number of responses : 747

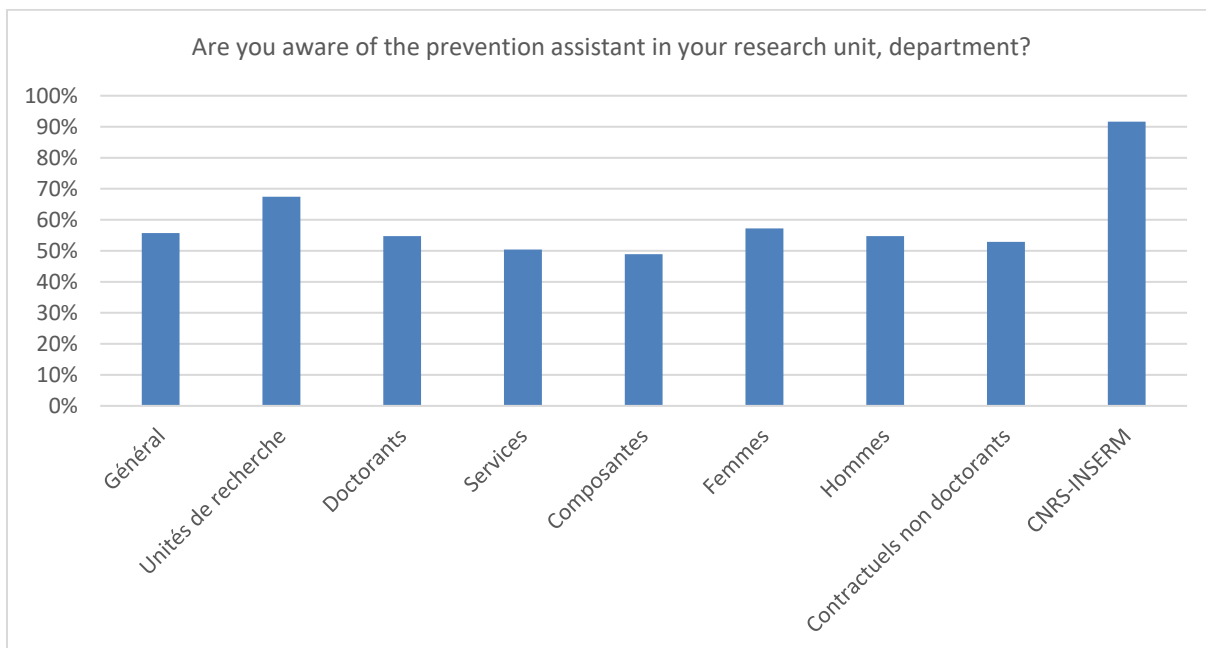
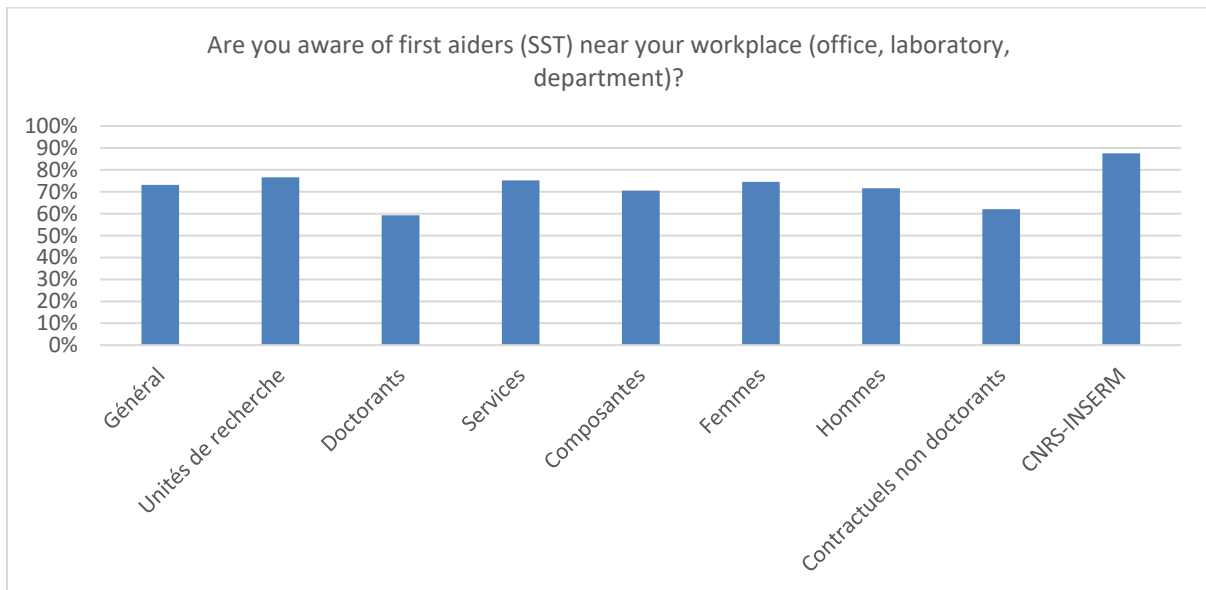
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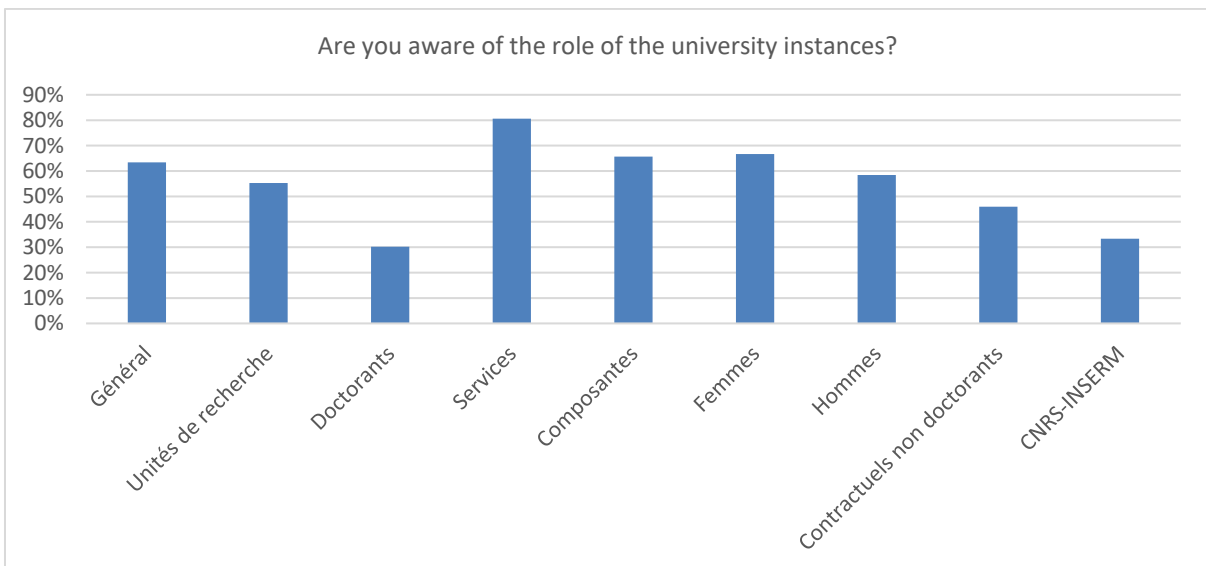
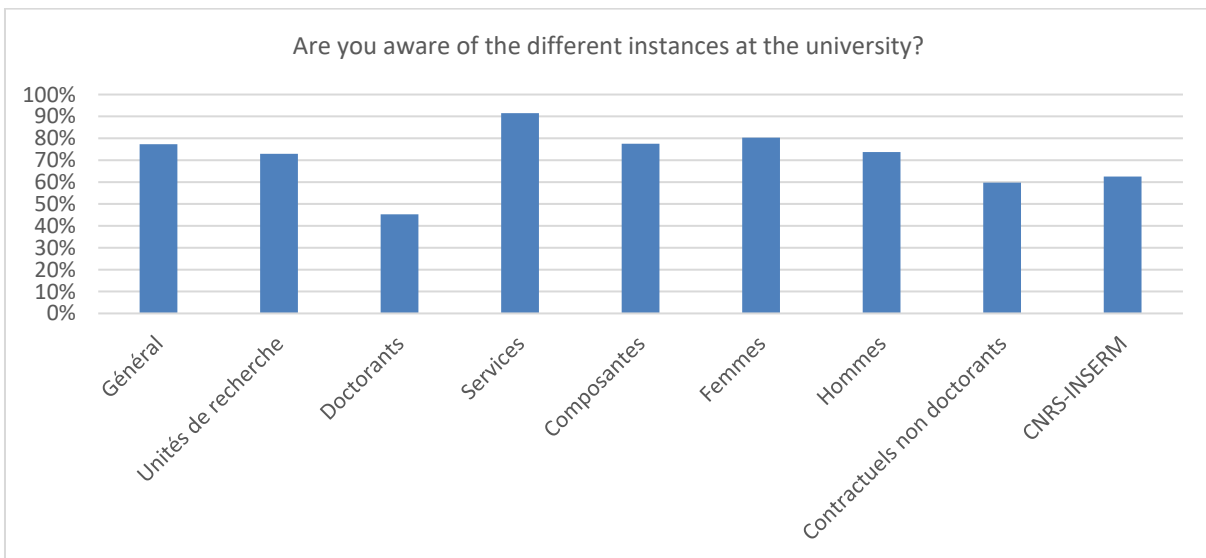
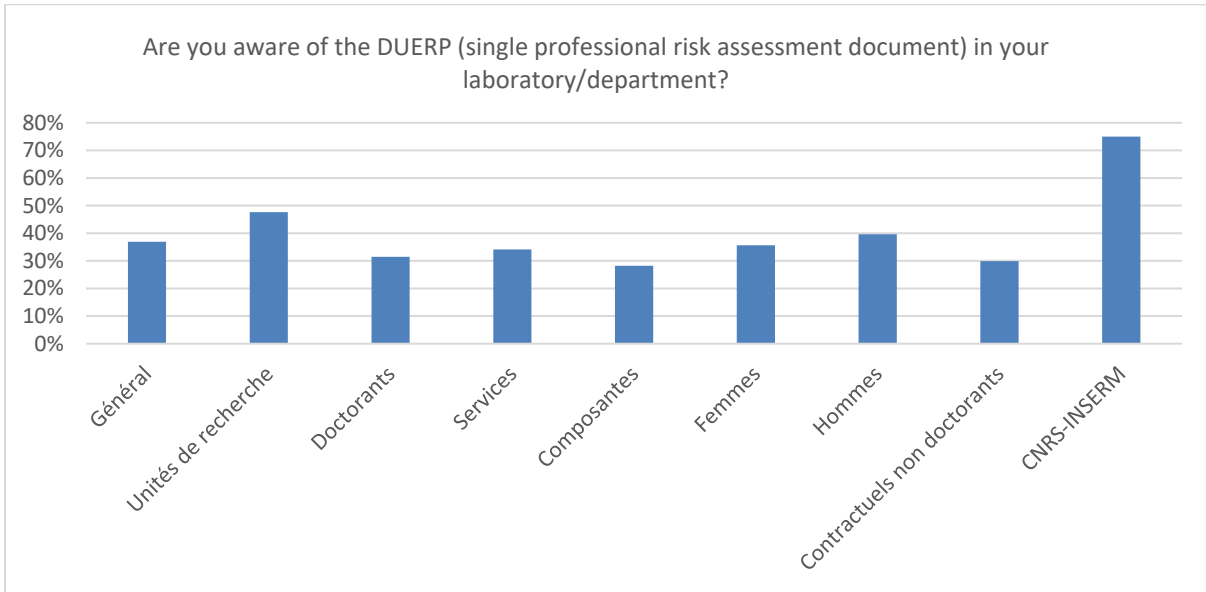
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Yes/No Questions

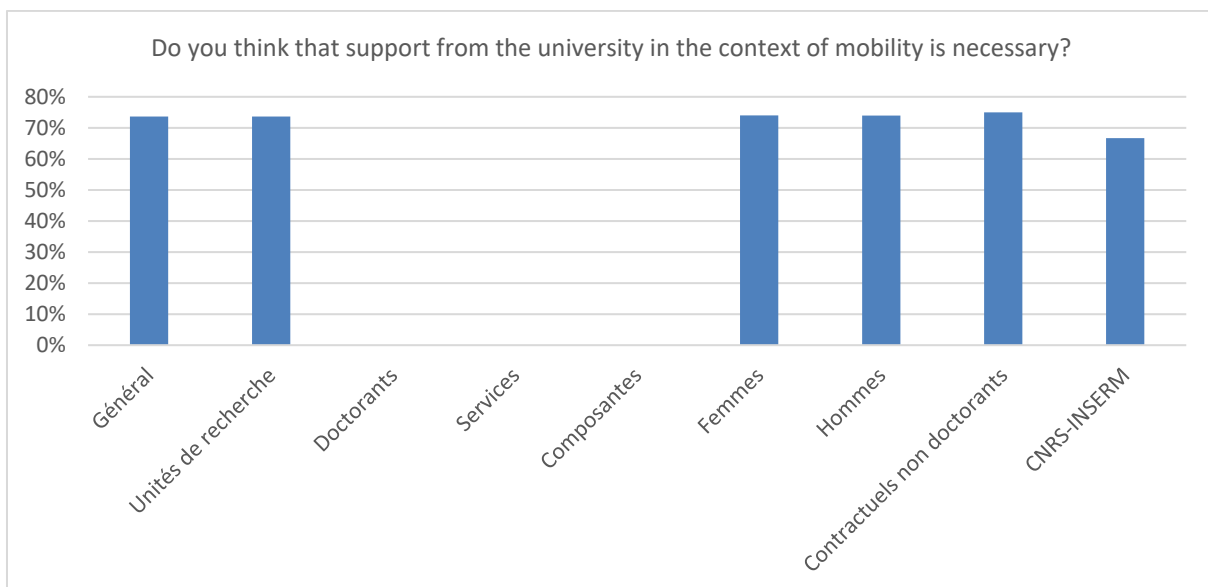
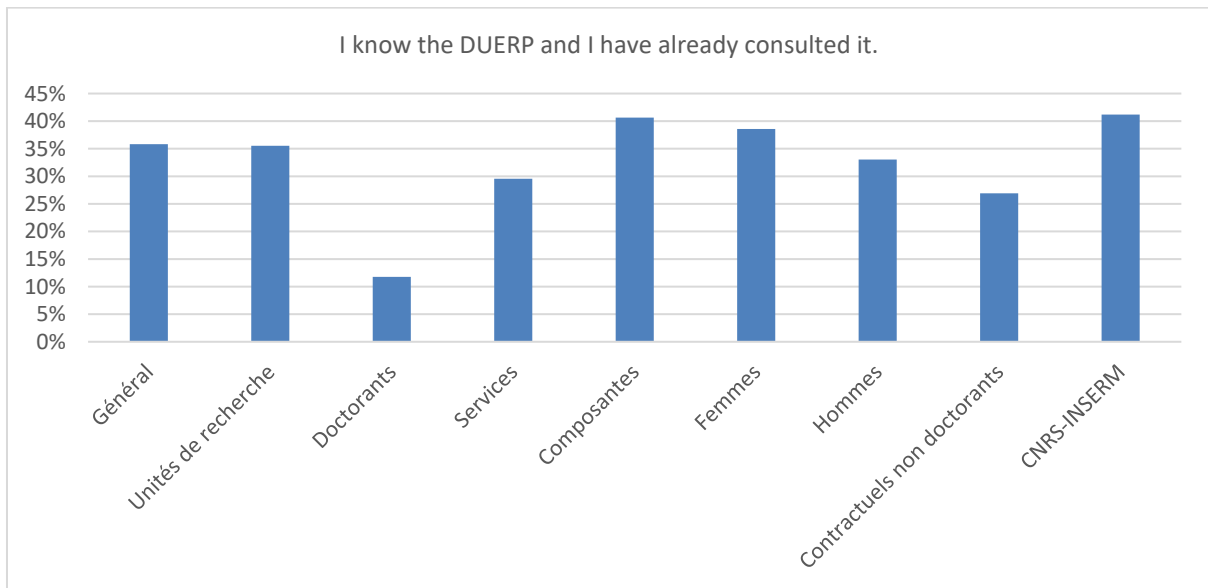
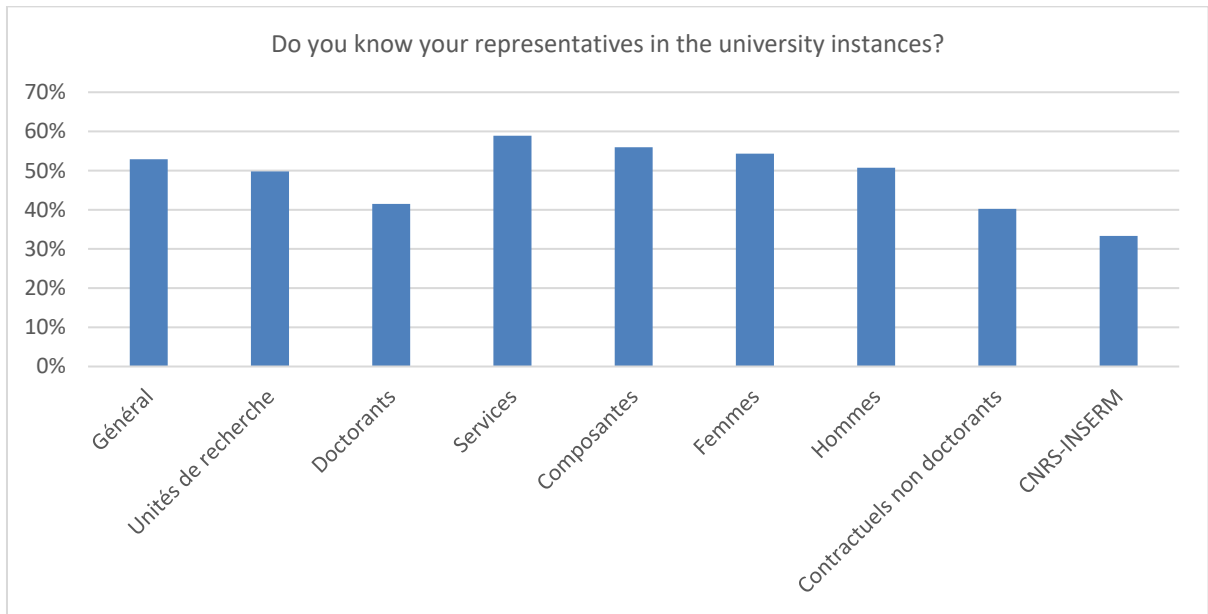
« Yes » %



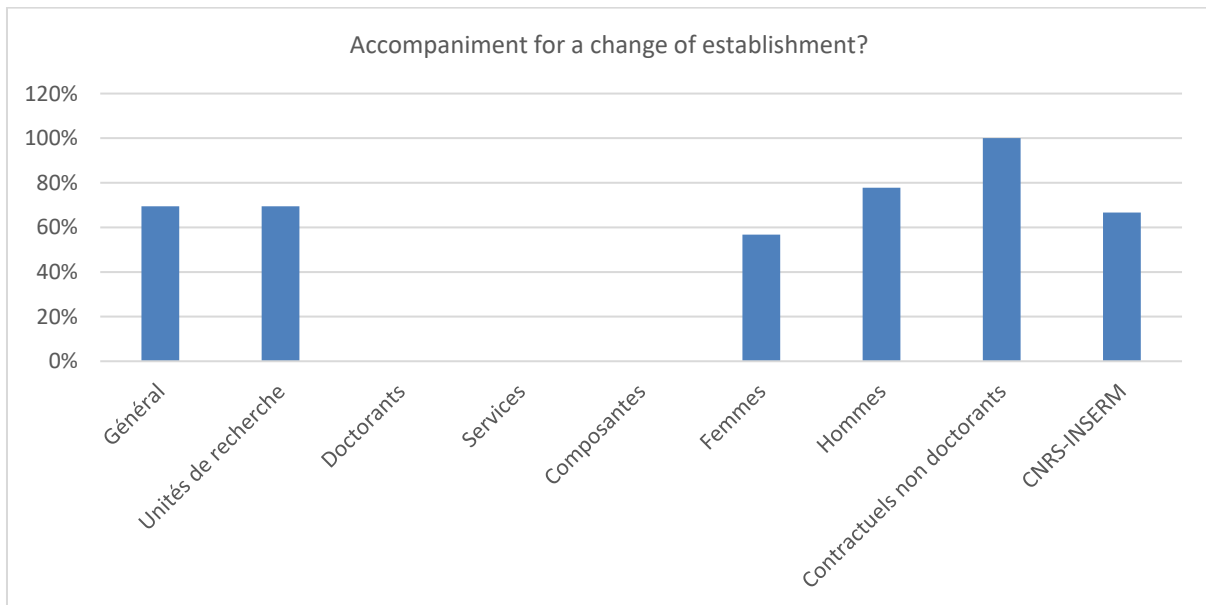
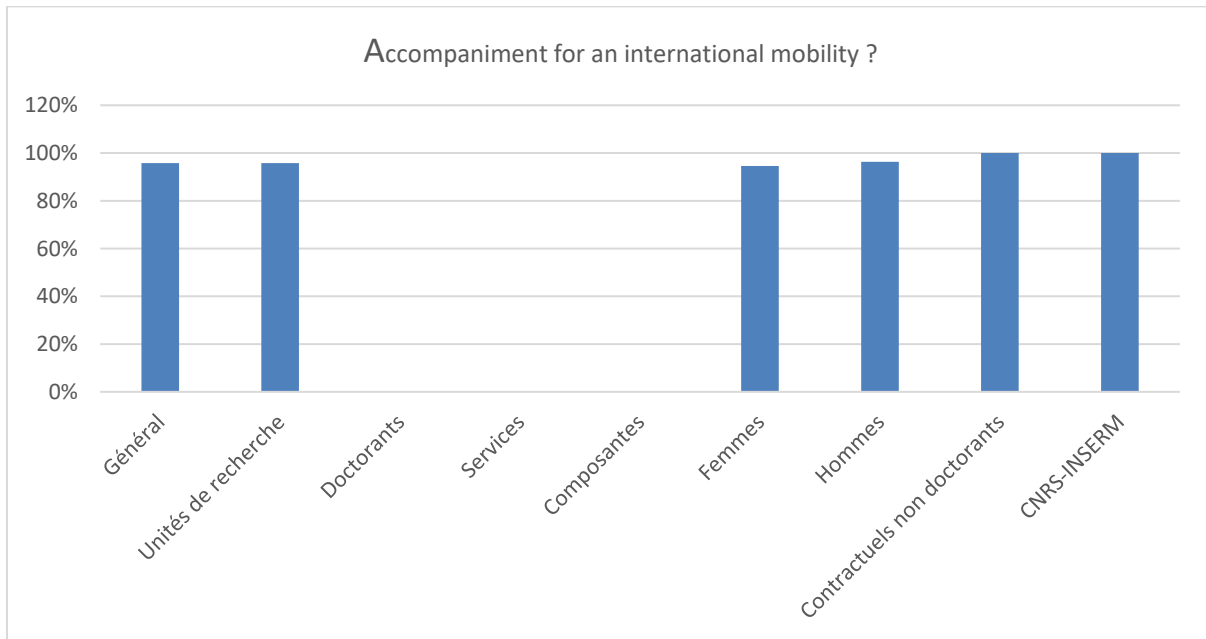
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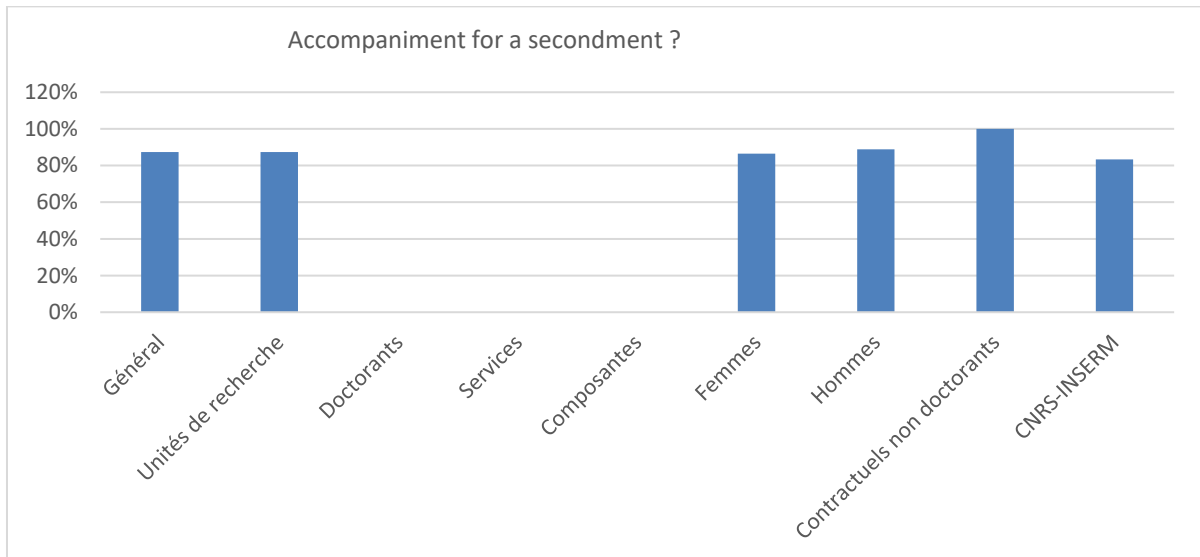
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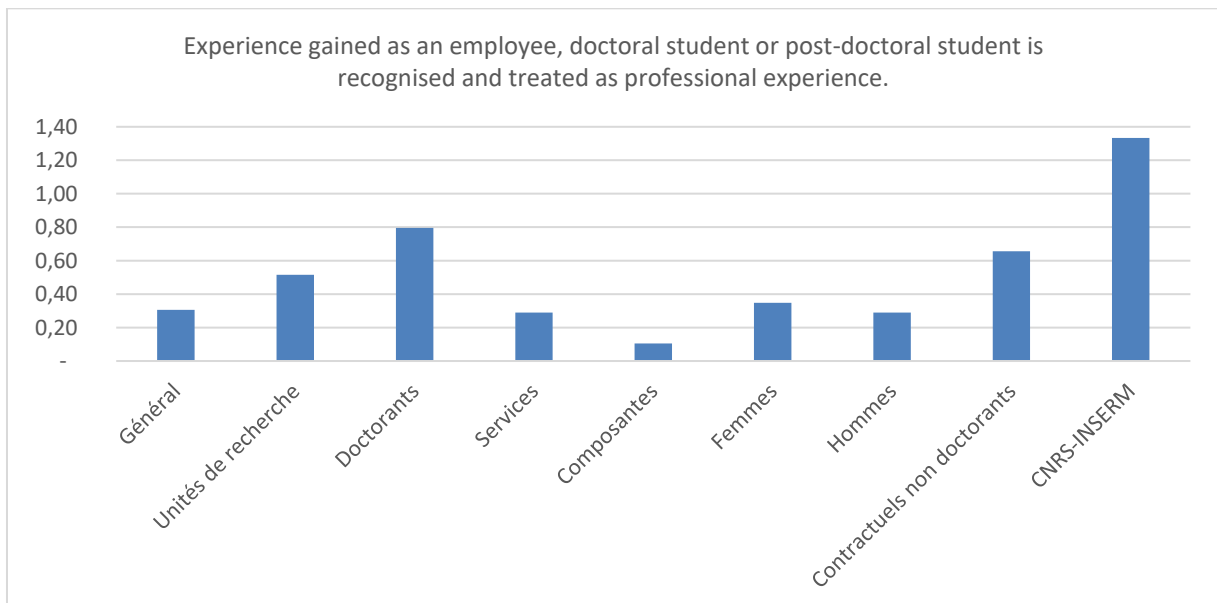


Graduated questions

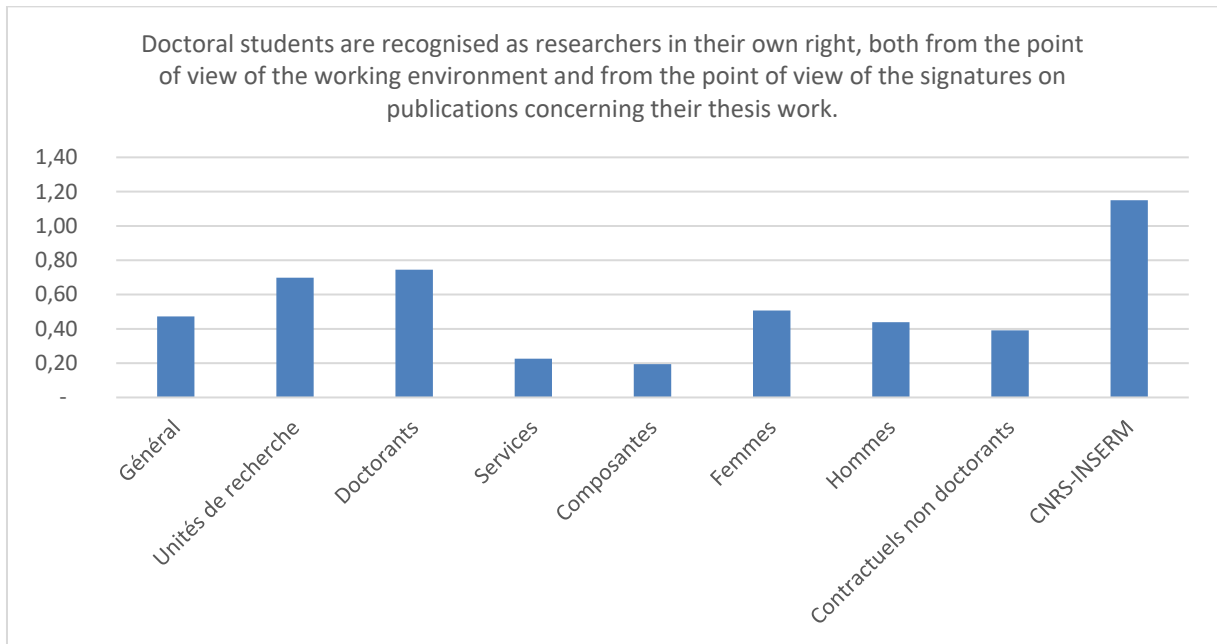
The more points, the more we agree with the statement.

The scale goes from -2 to +2

Recognition of the profession

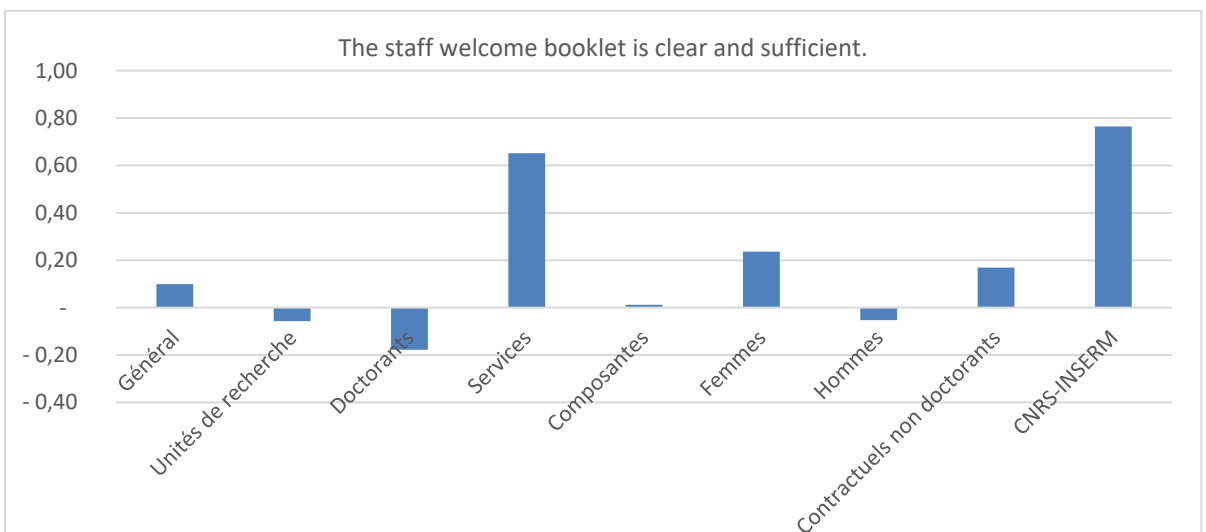
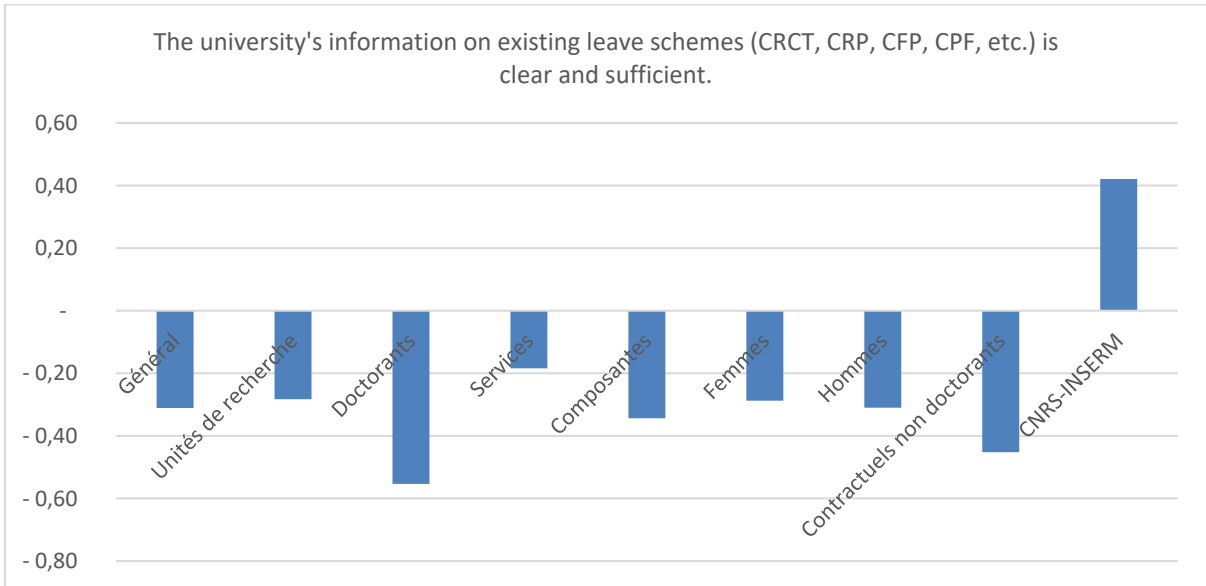
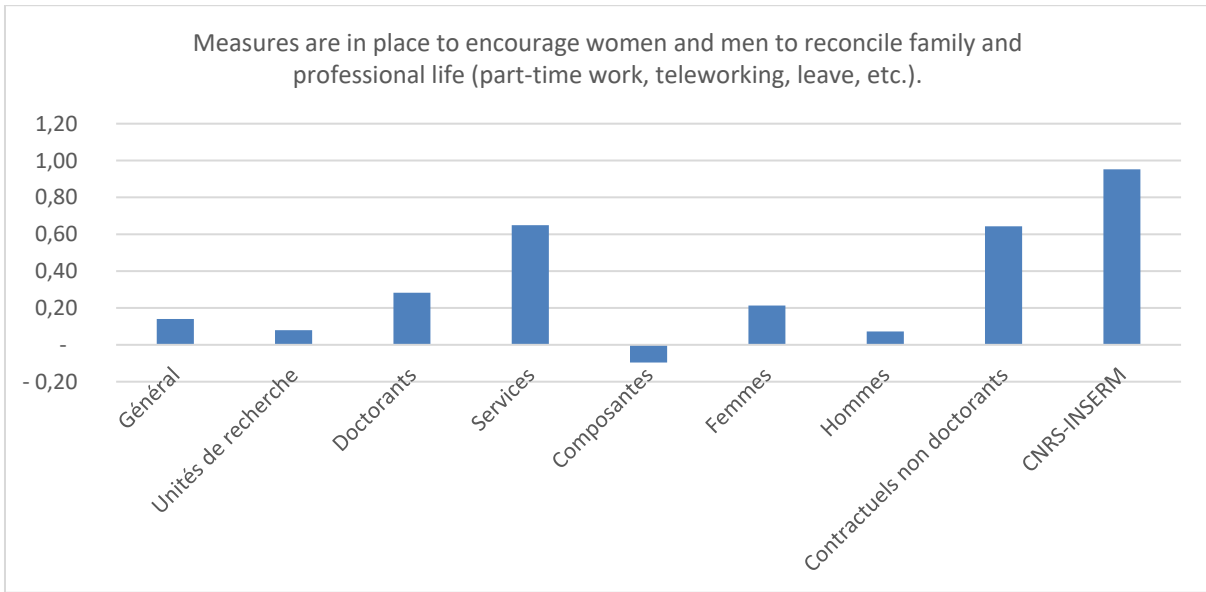


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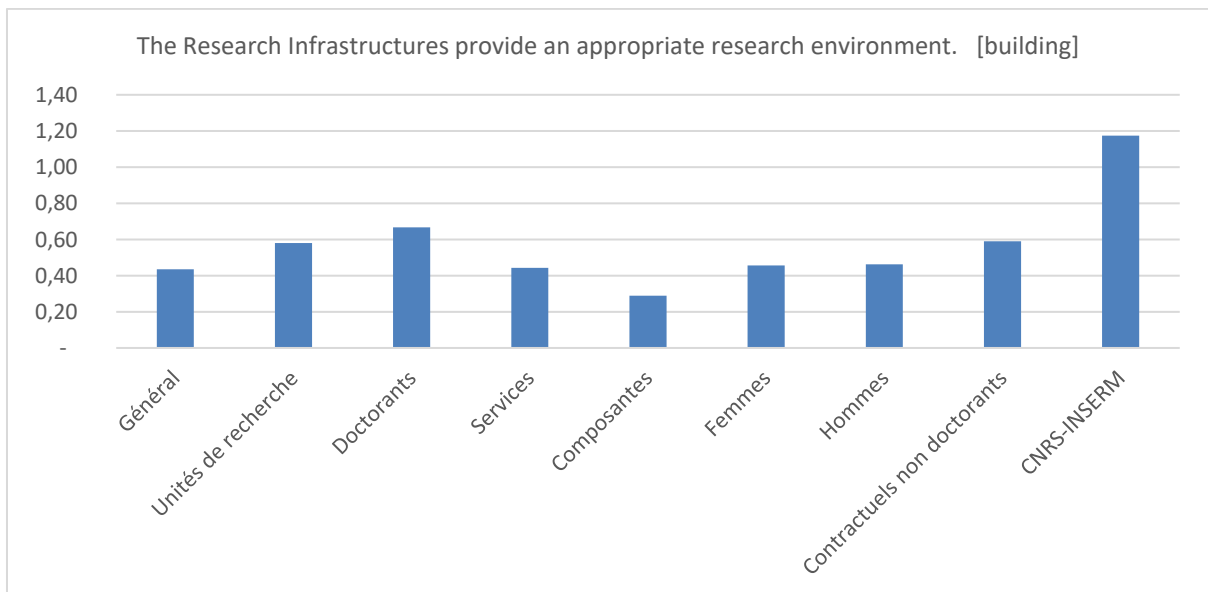
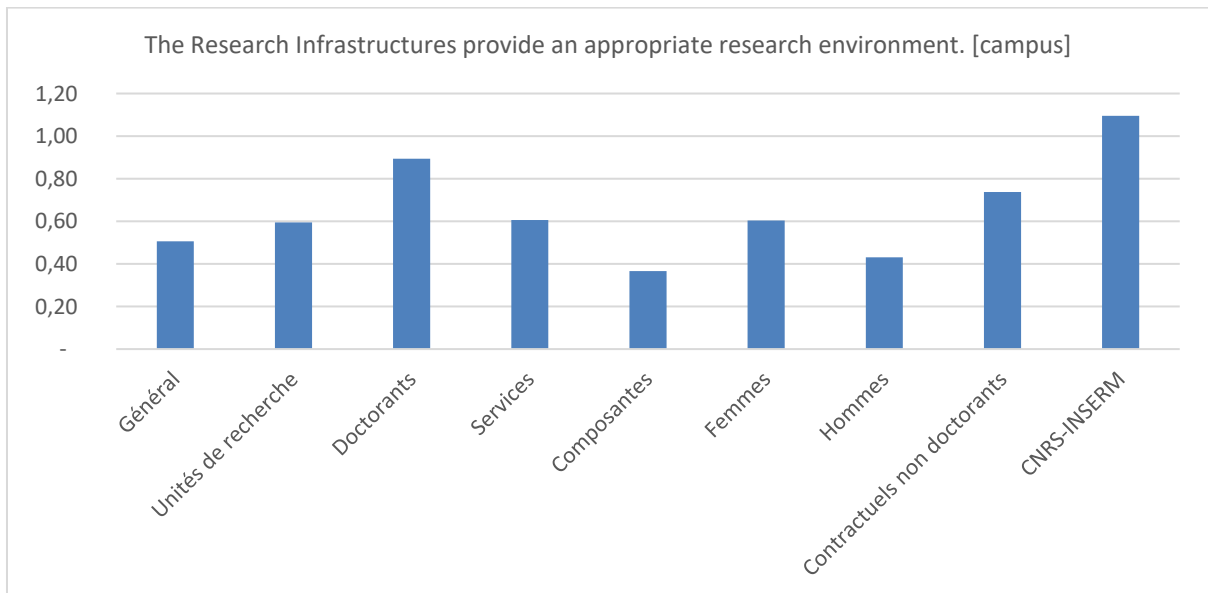
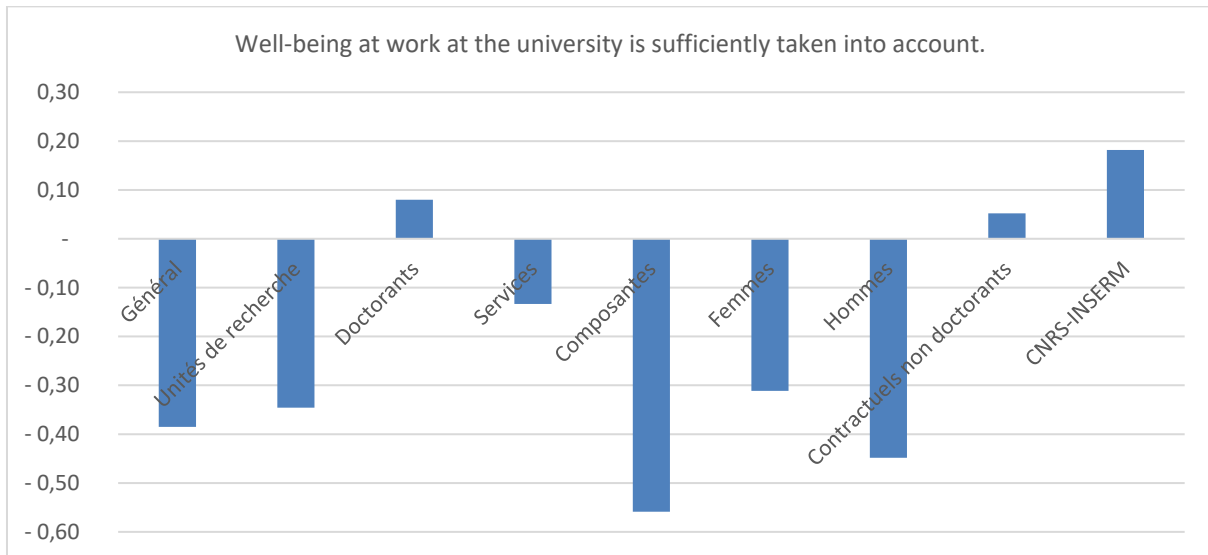


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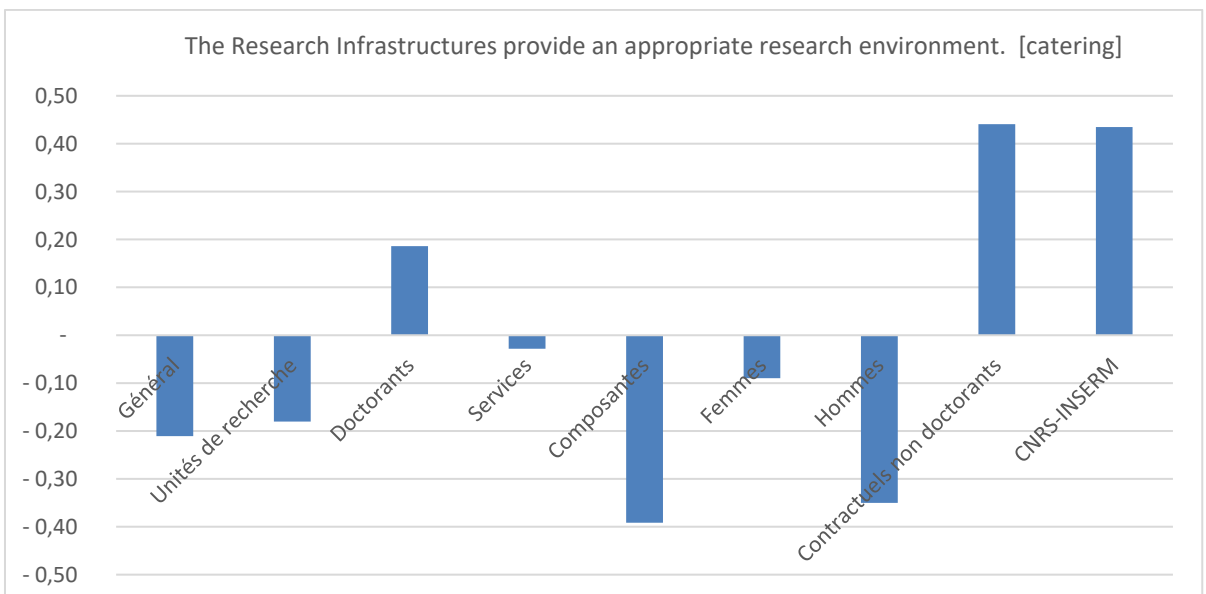
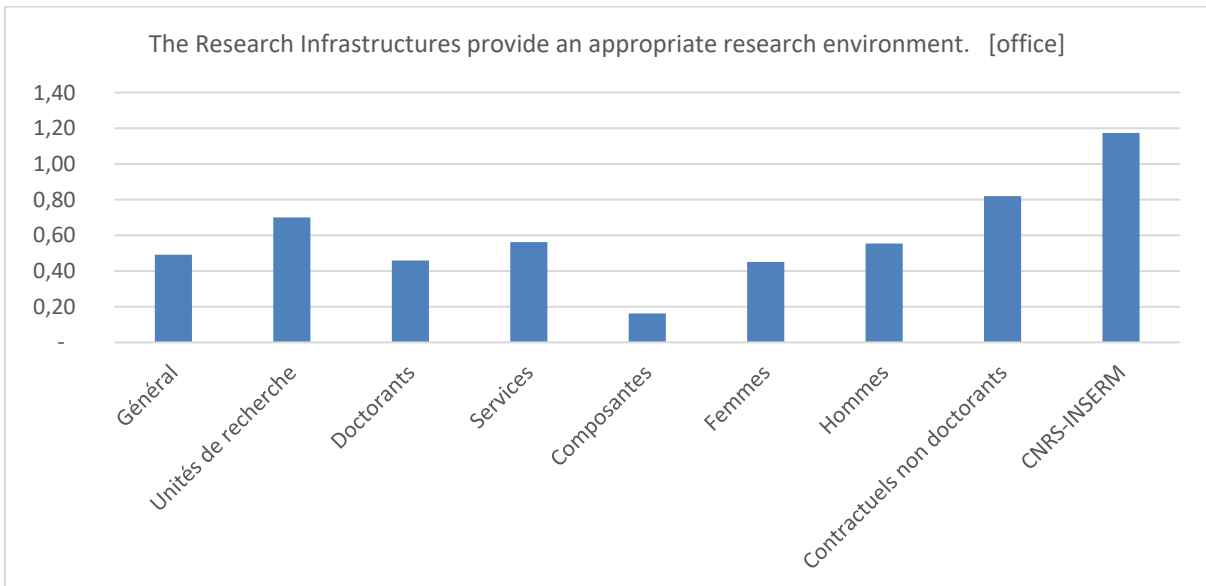
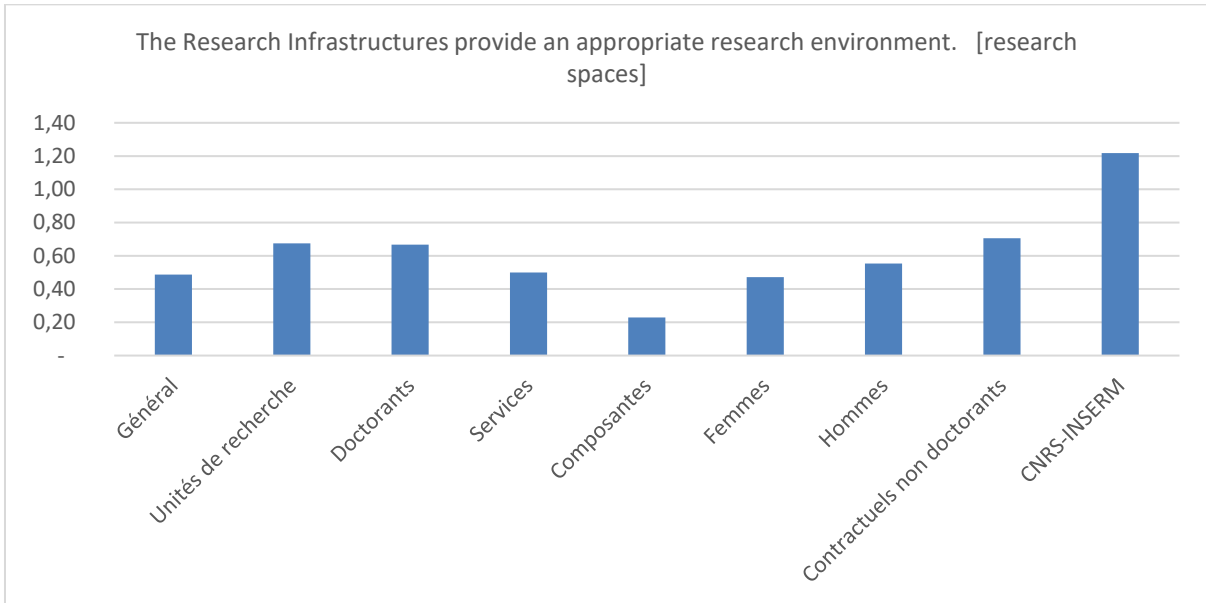
Research environment



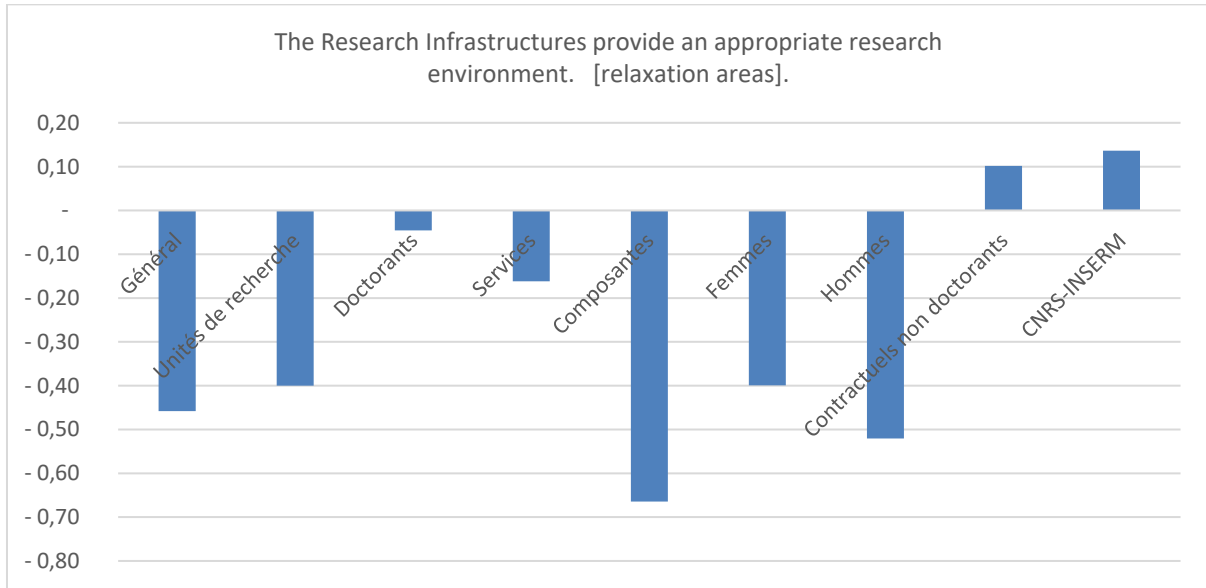
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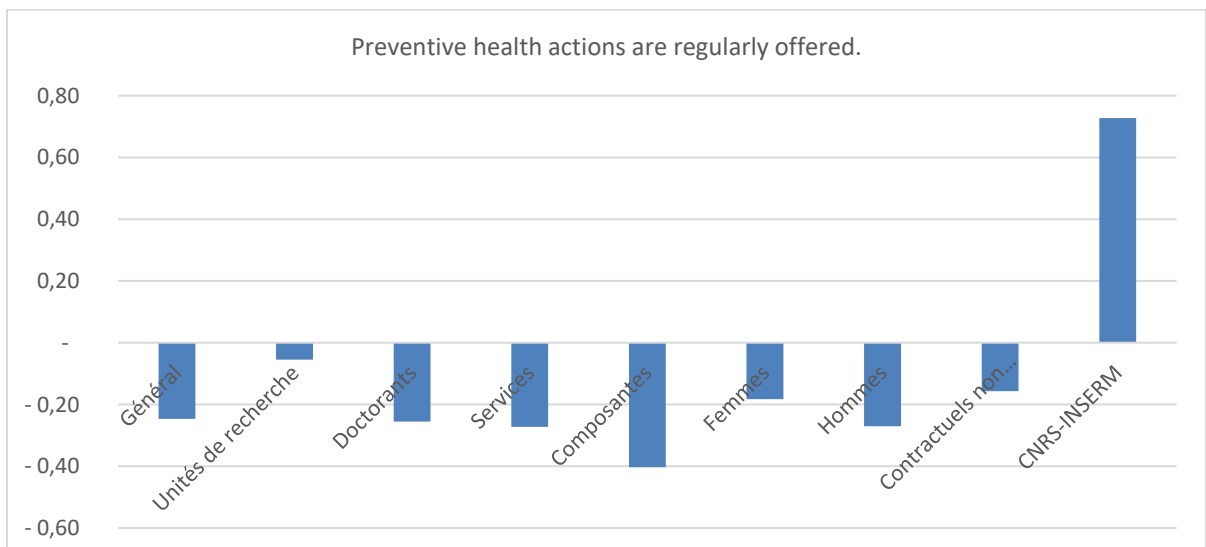
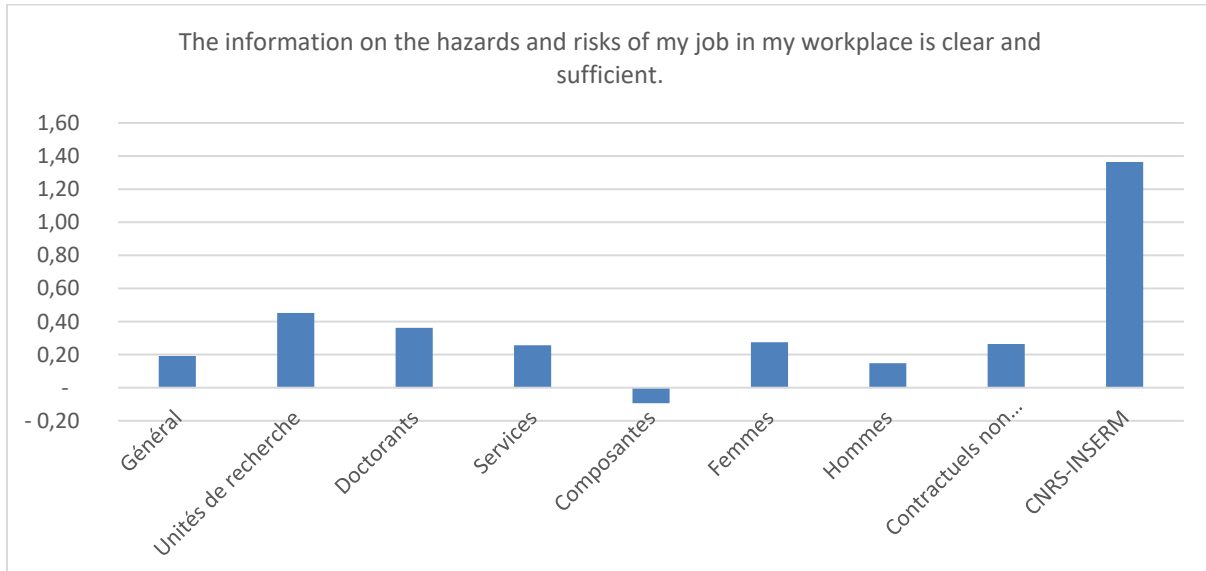
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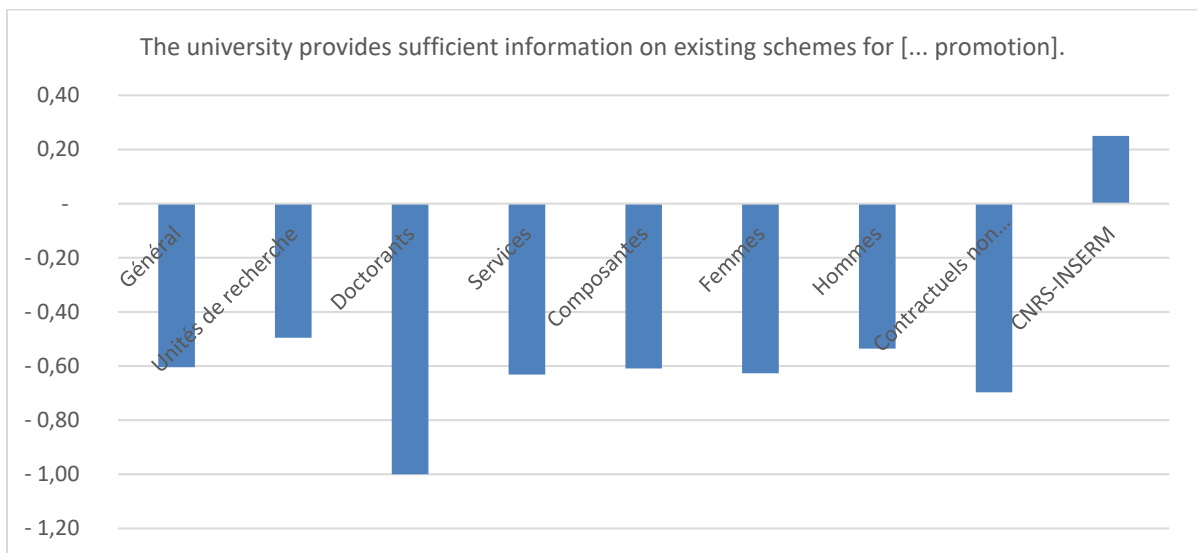
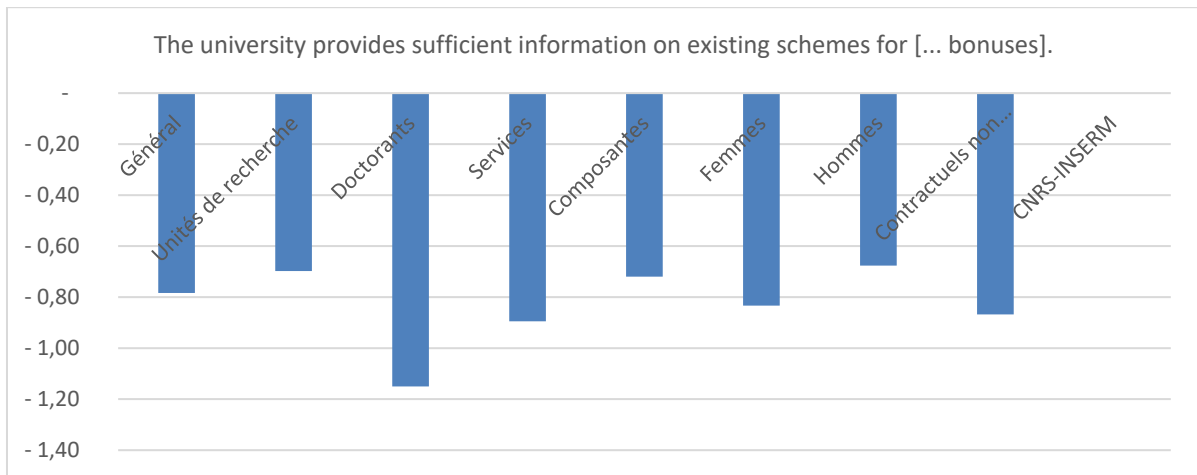


Dangers and health prevention

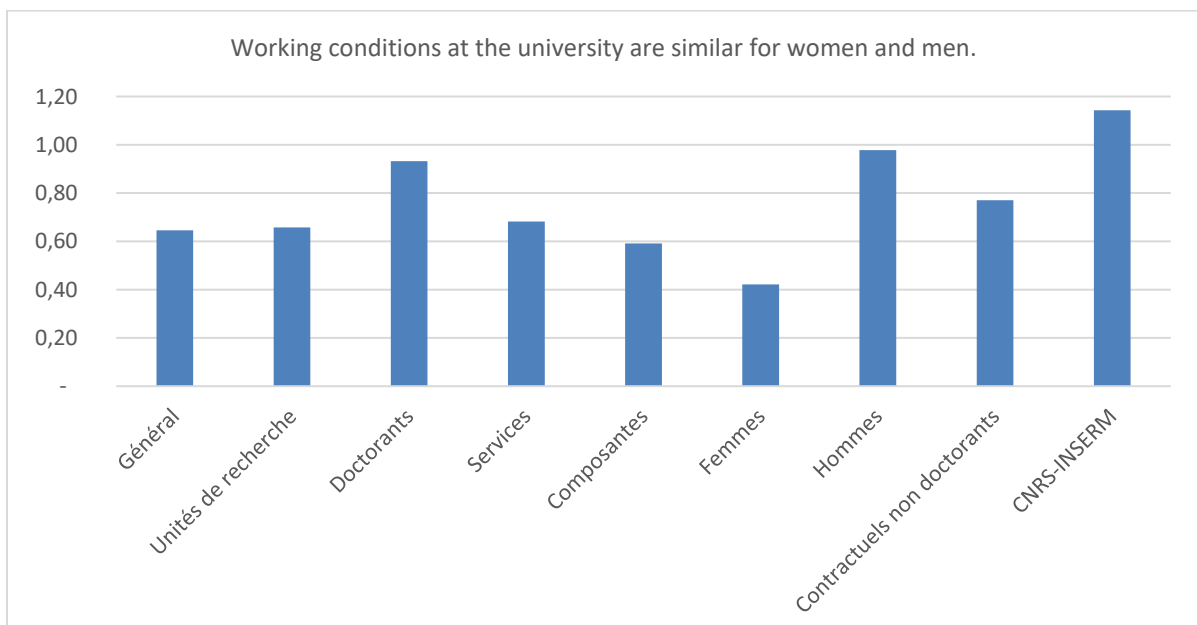


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Funding and salaries

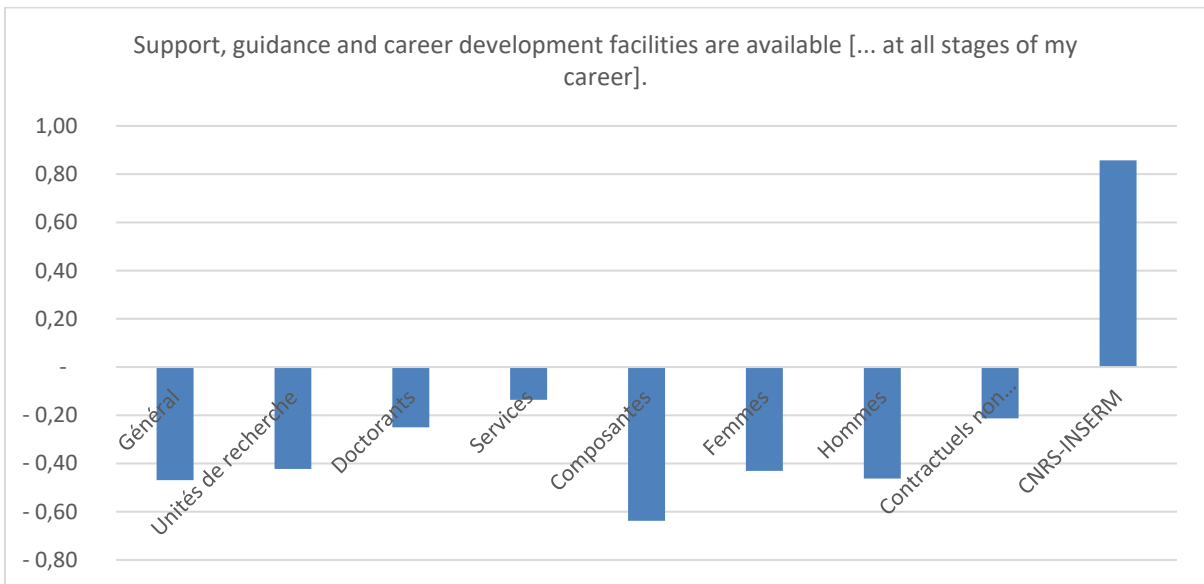
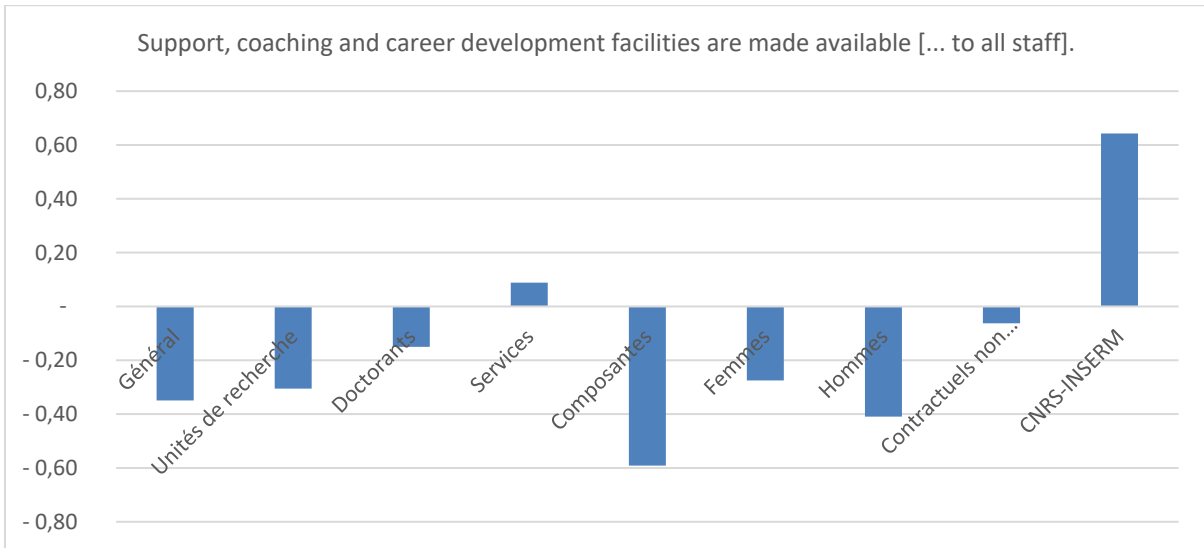


Gender balance

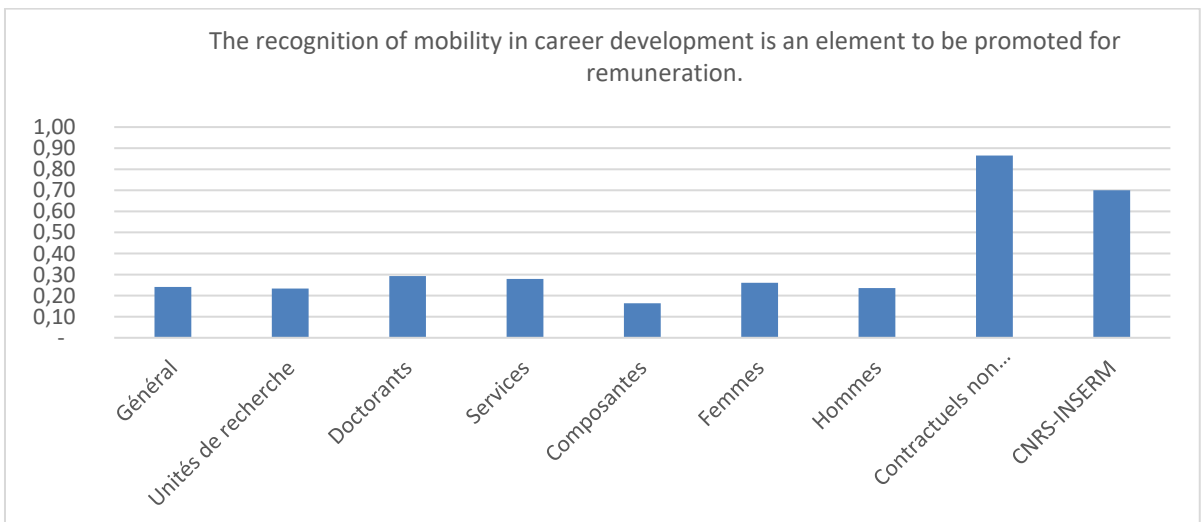


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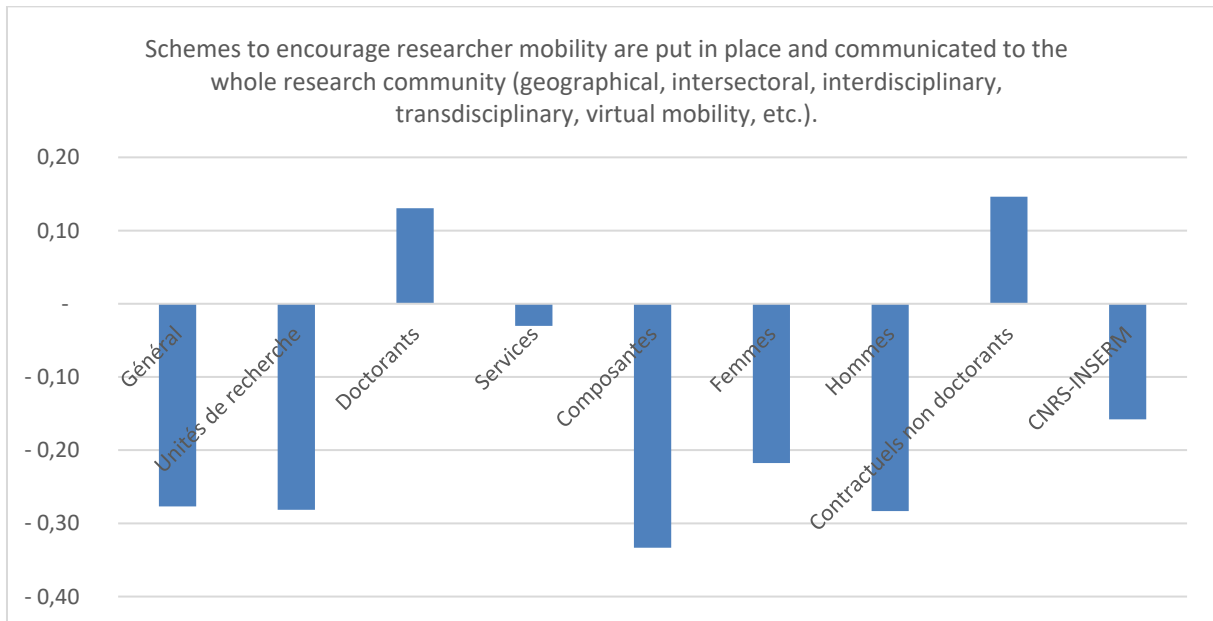
Career Development



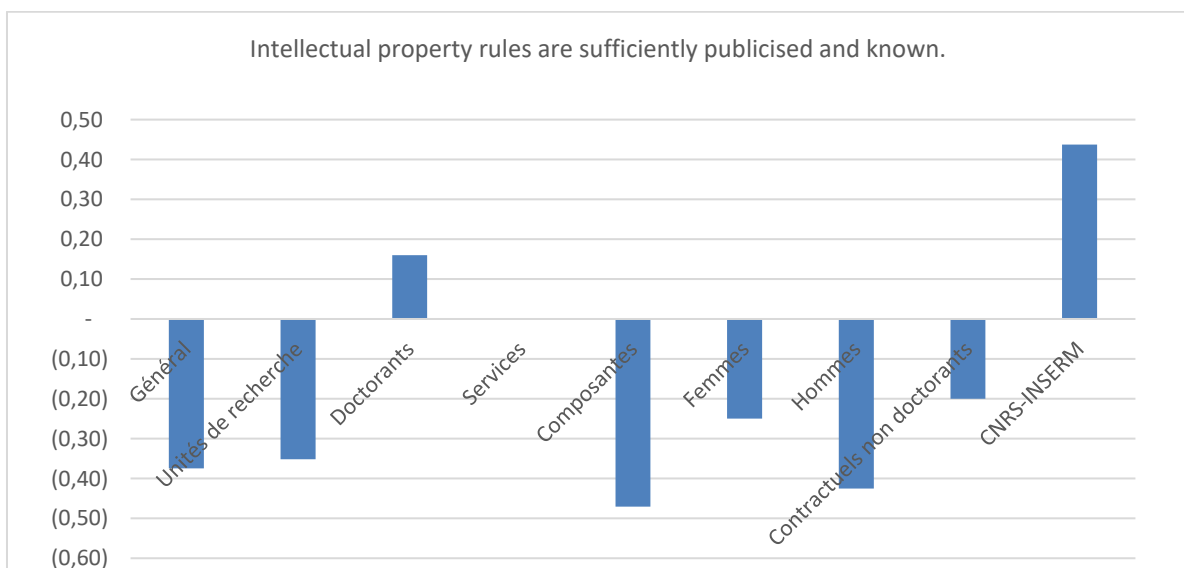
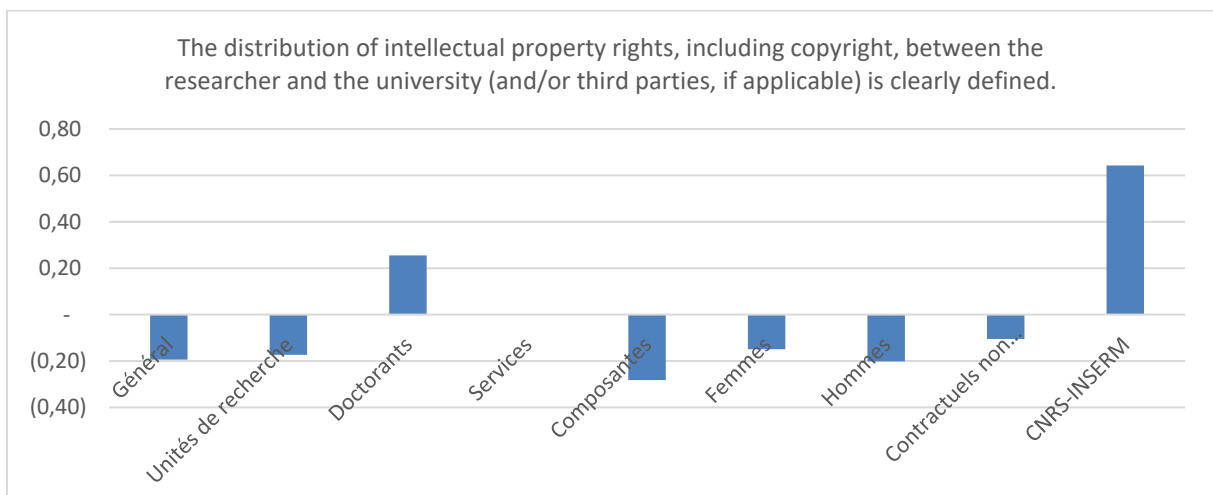
Valuing mobility



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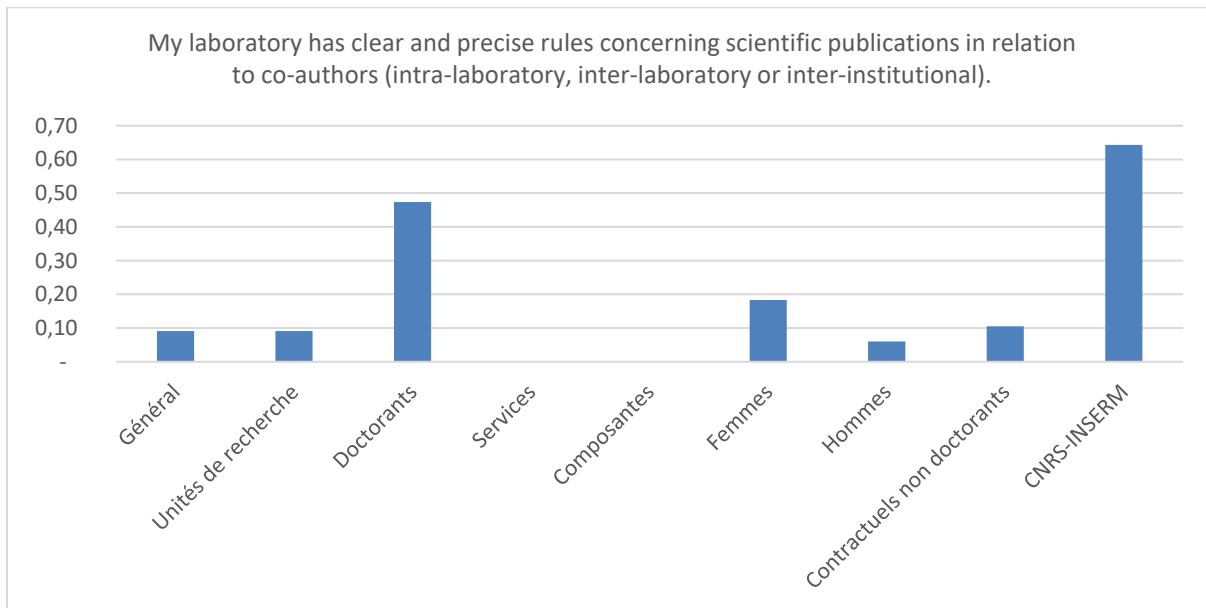


Intellectual property

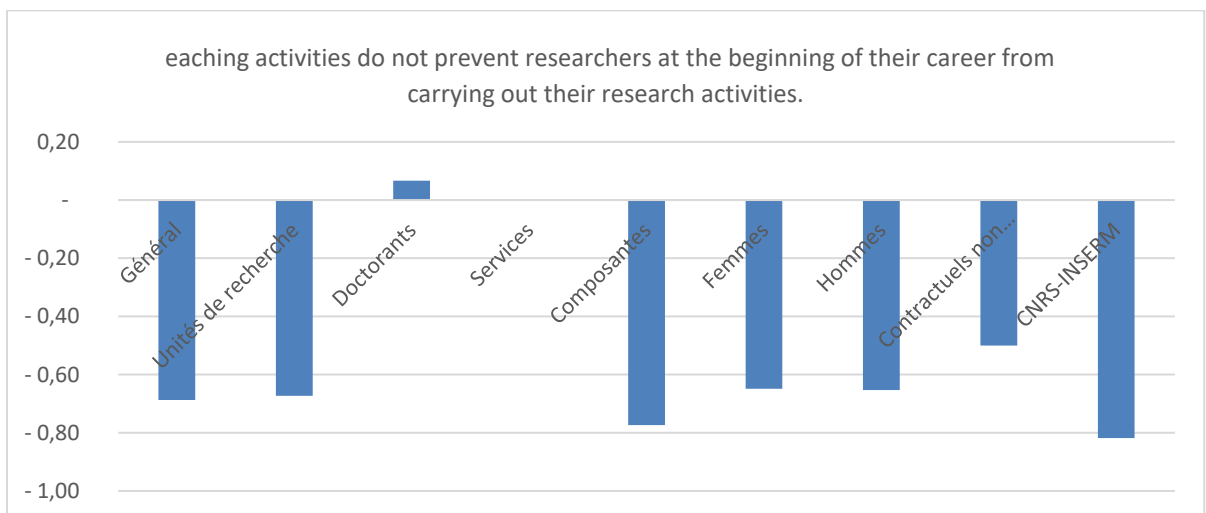


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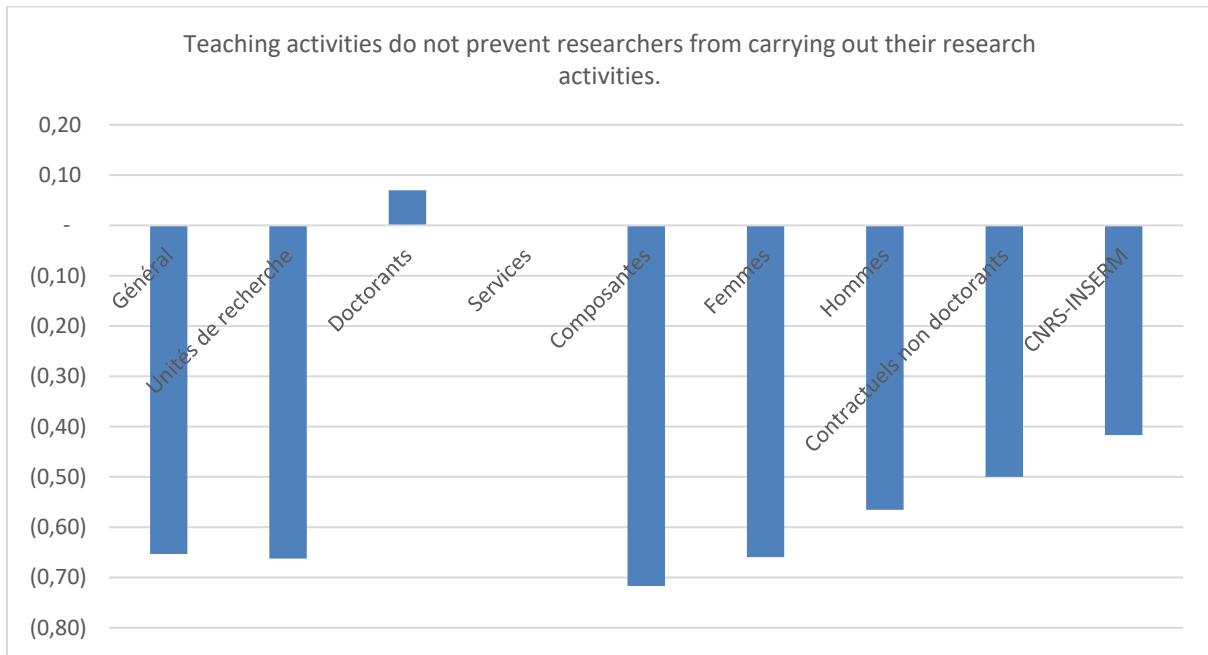
Coauthor



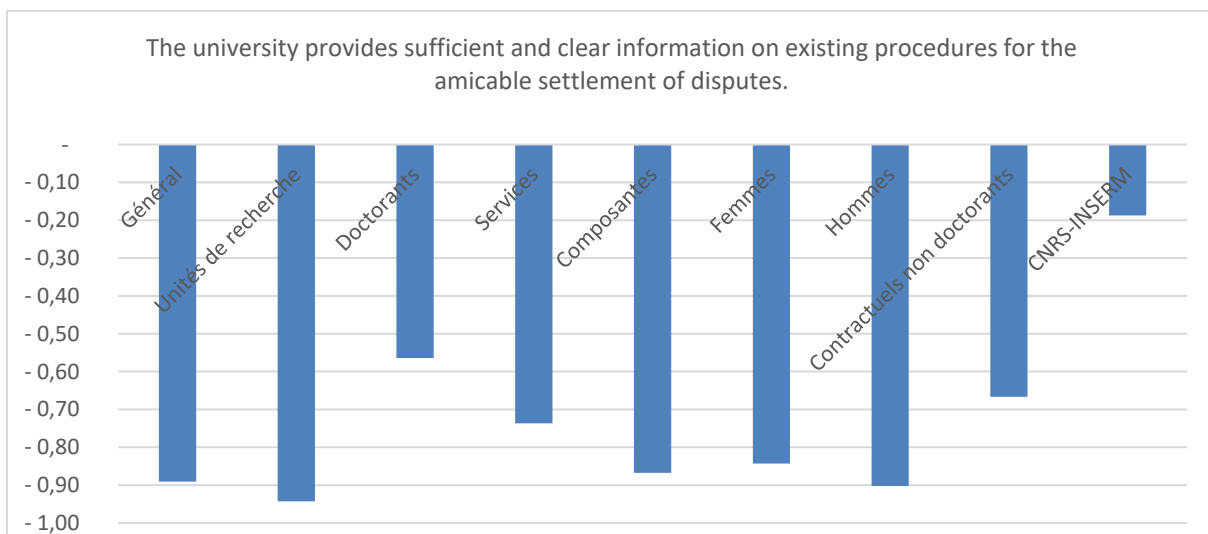
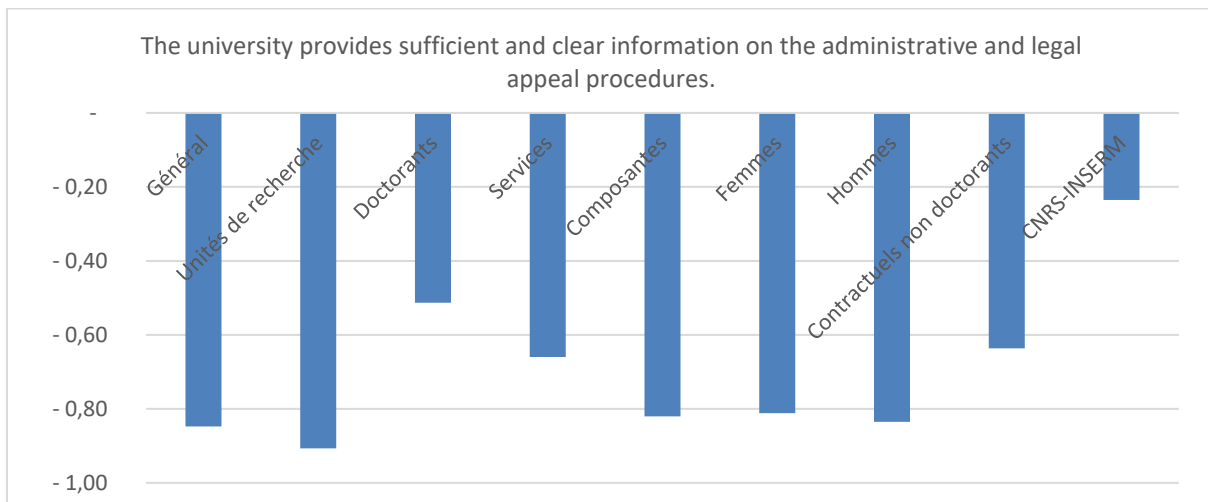
Teaching



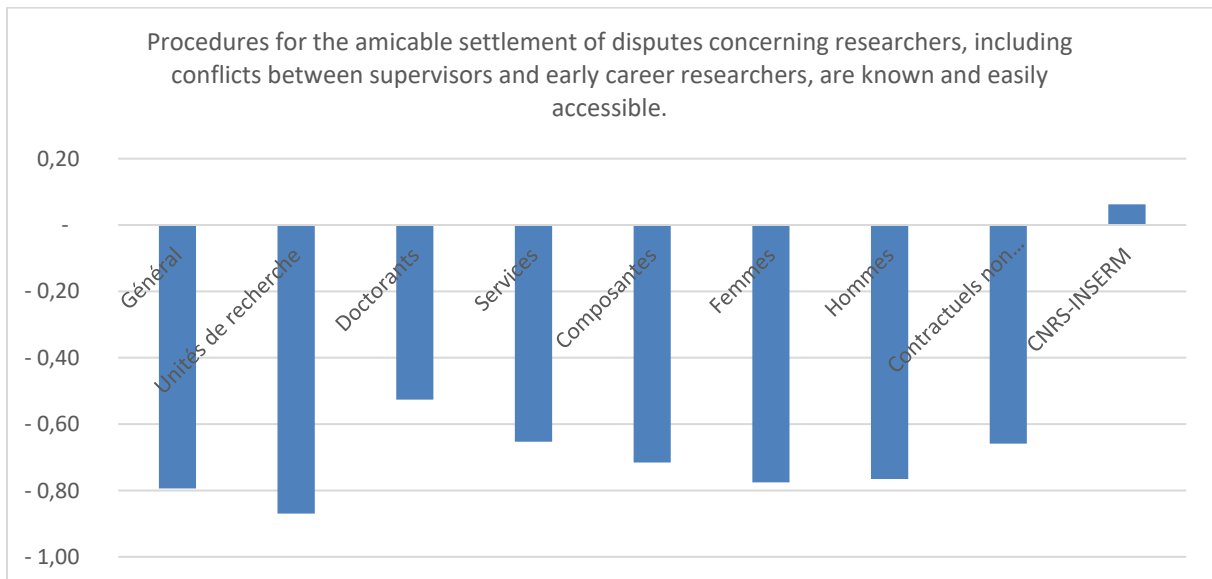
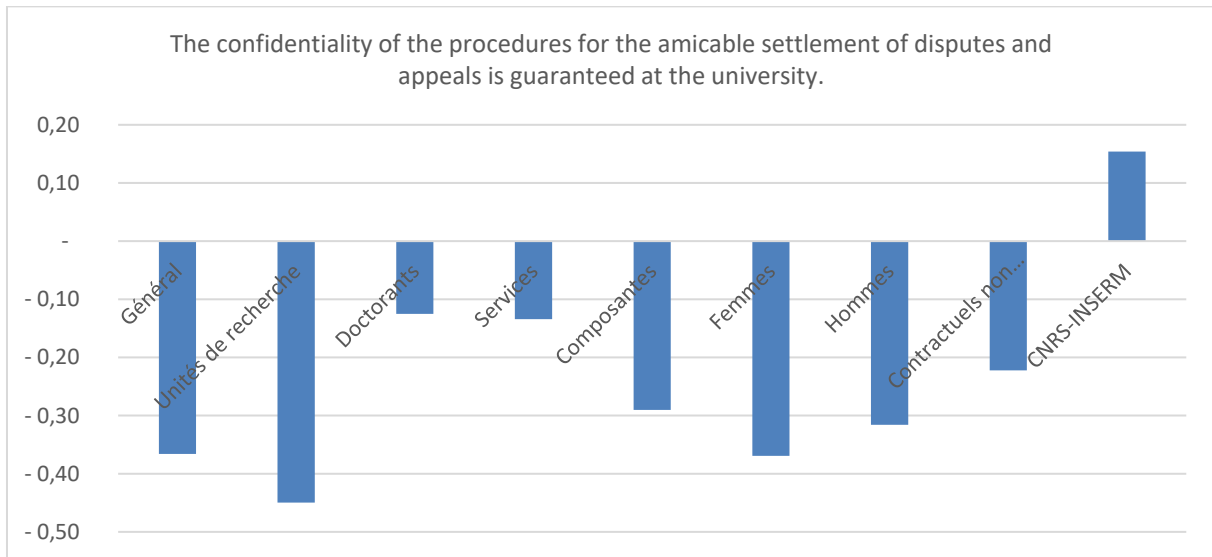
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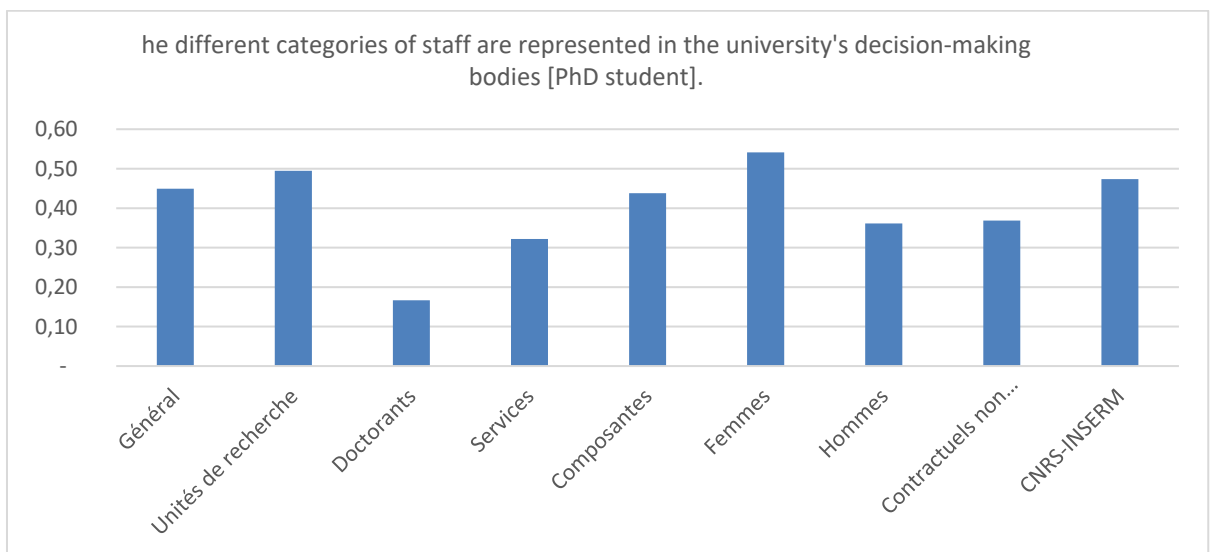
Administrative appeals and litigation



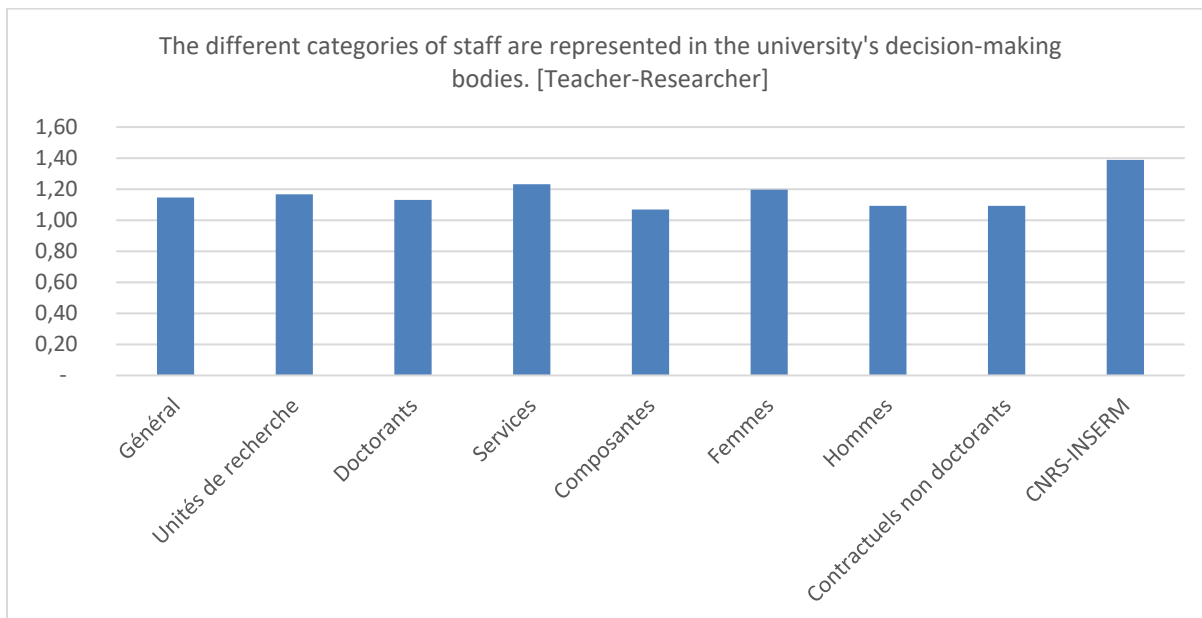
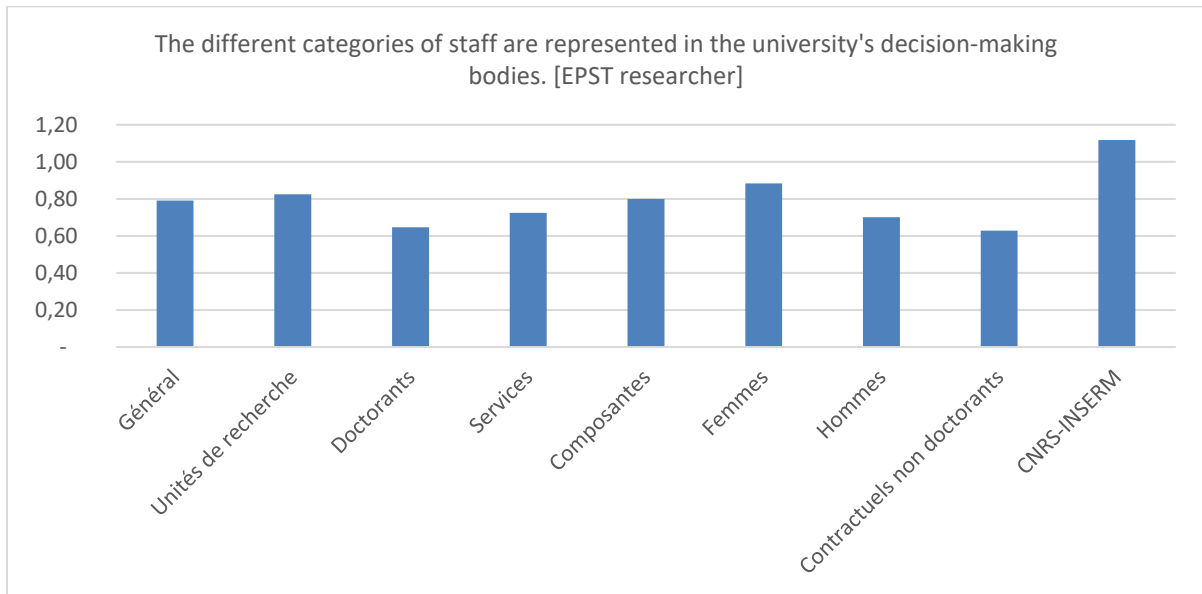
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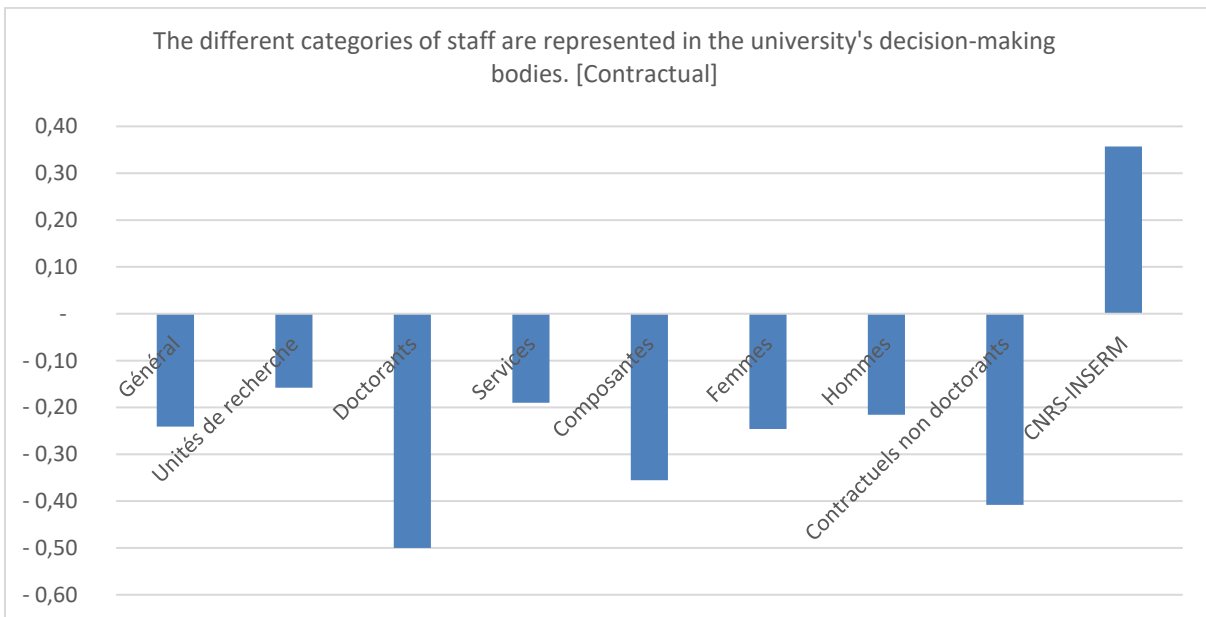
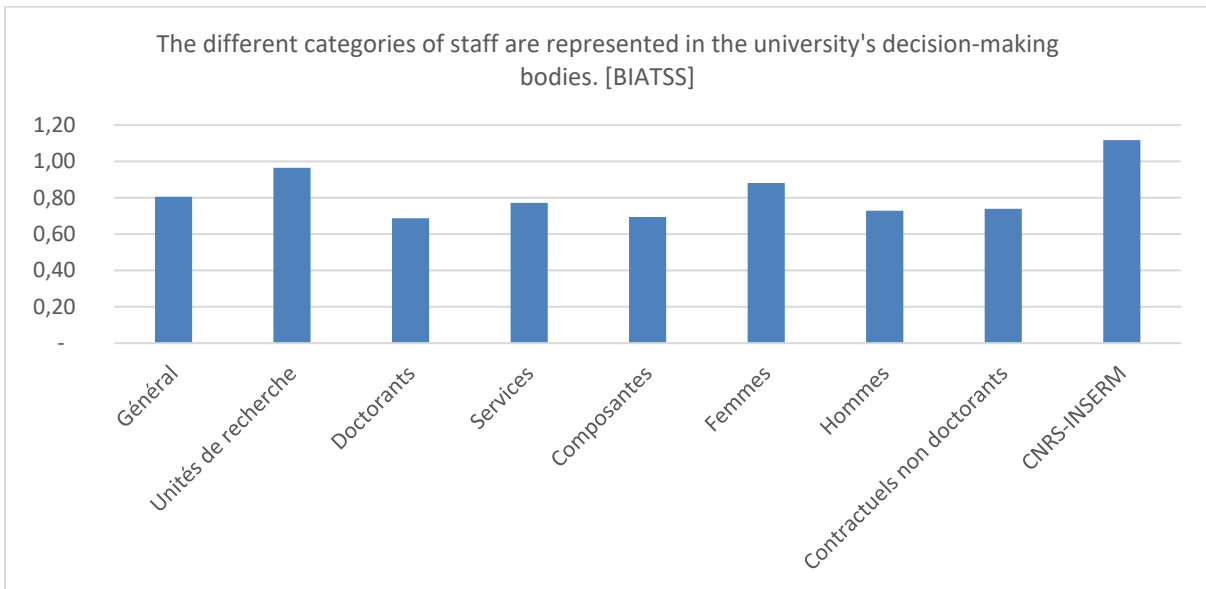
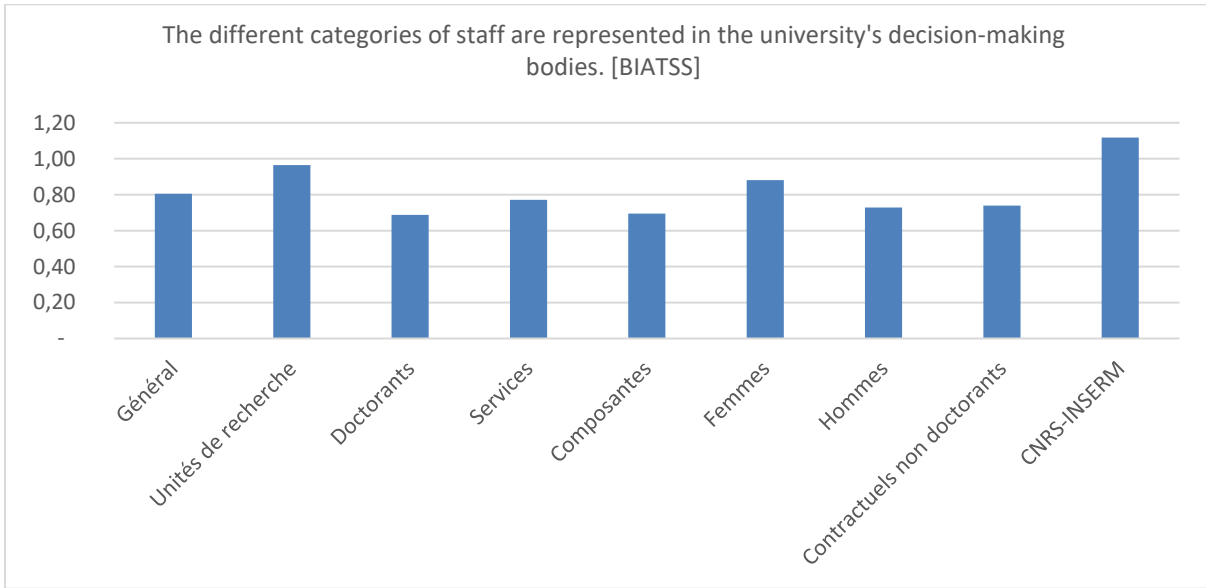
Participation in university decision-making bodies



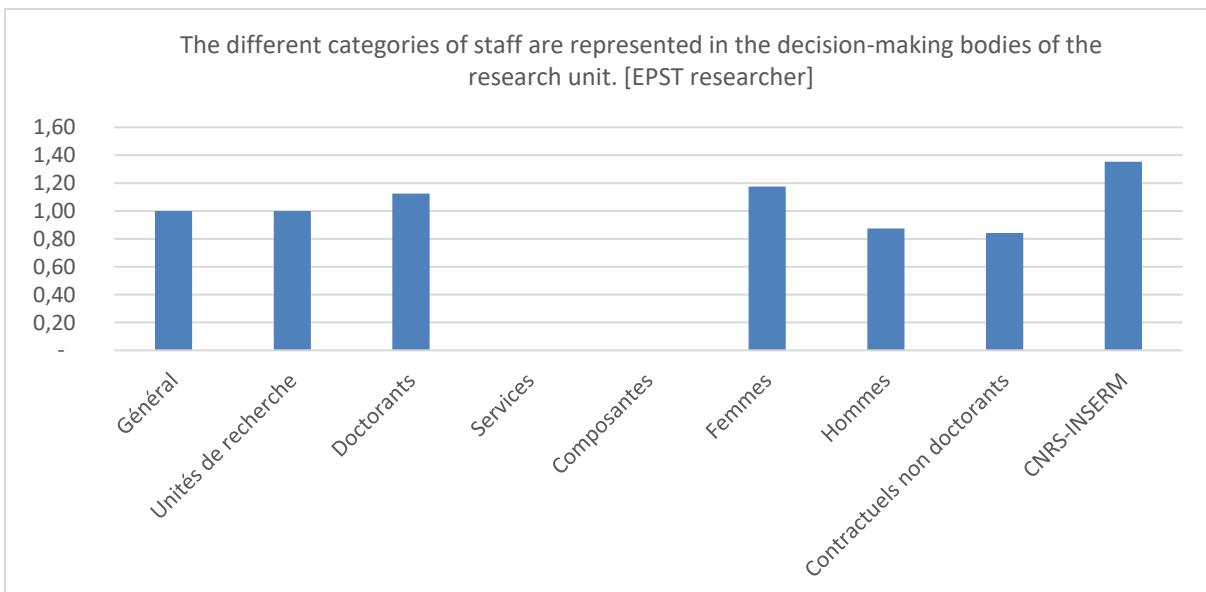
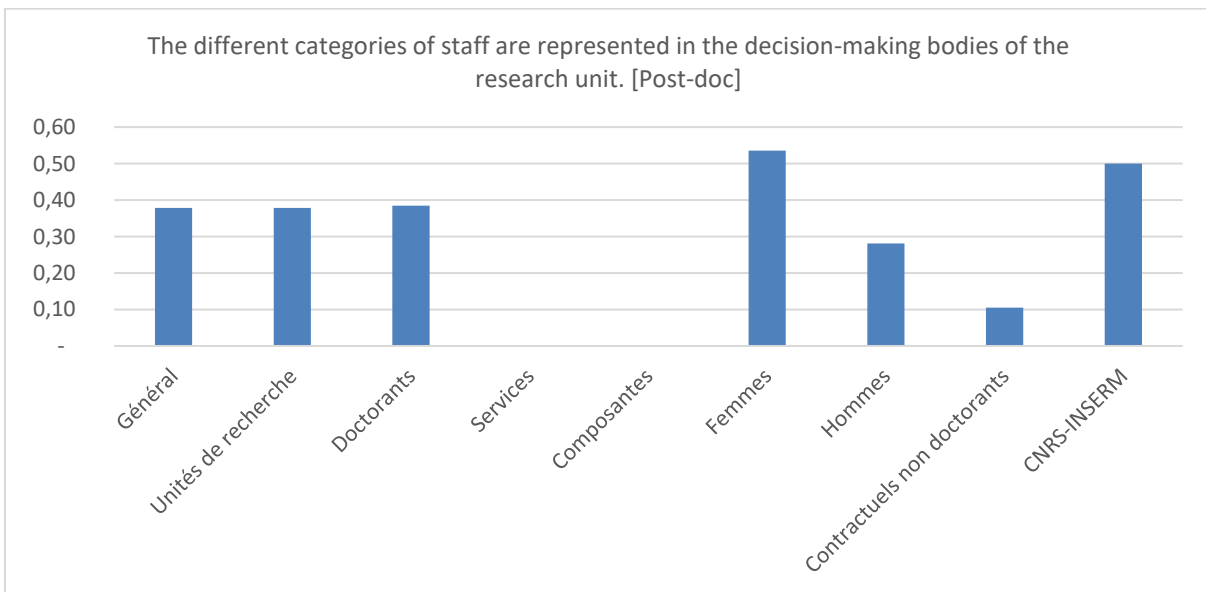
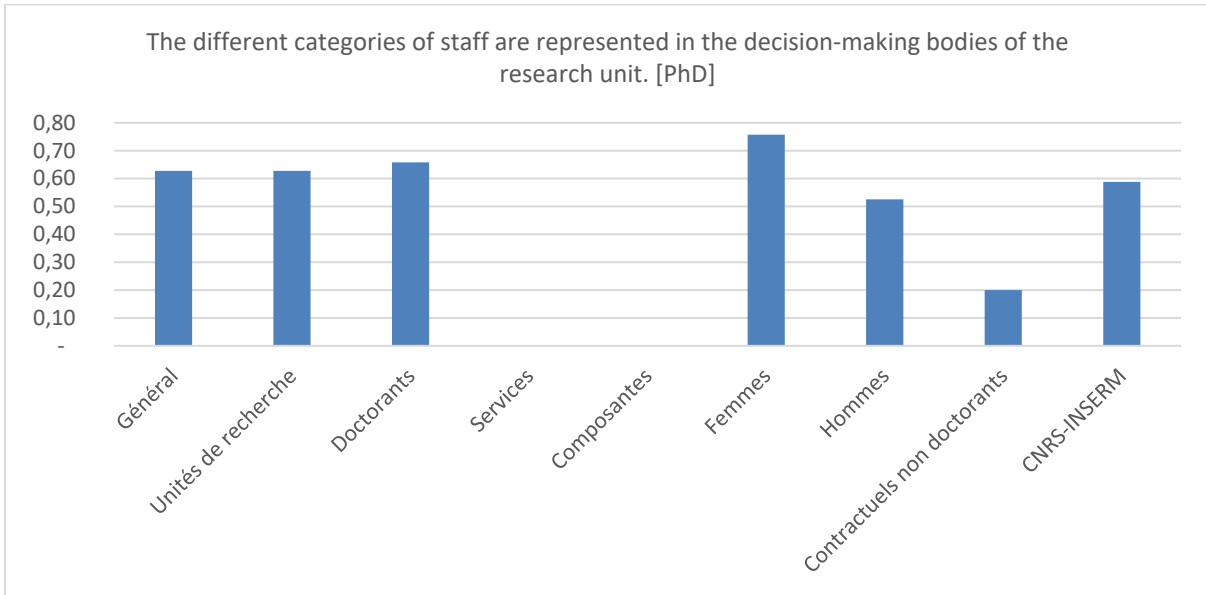
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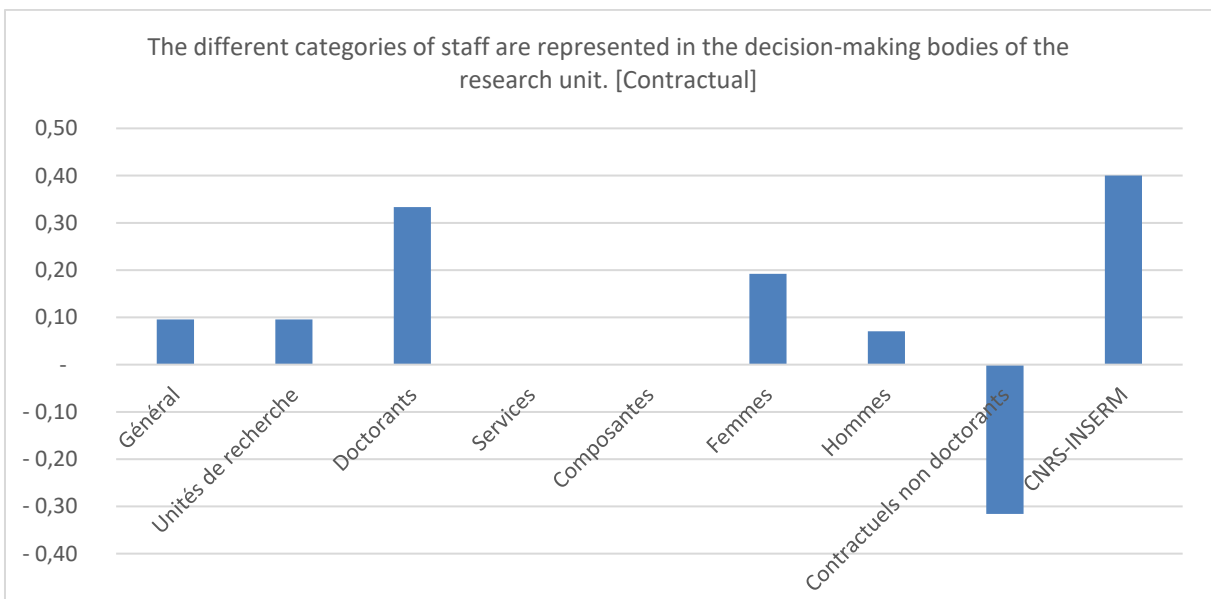
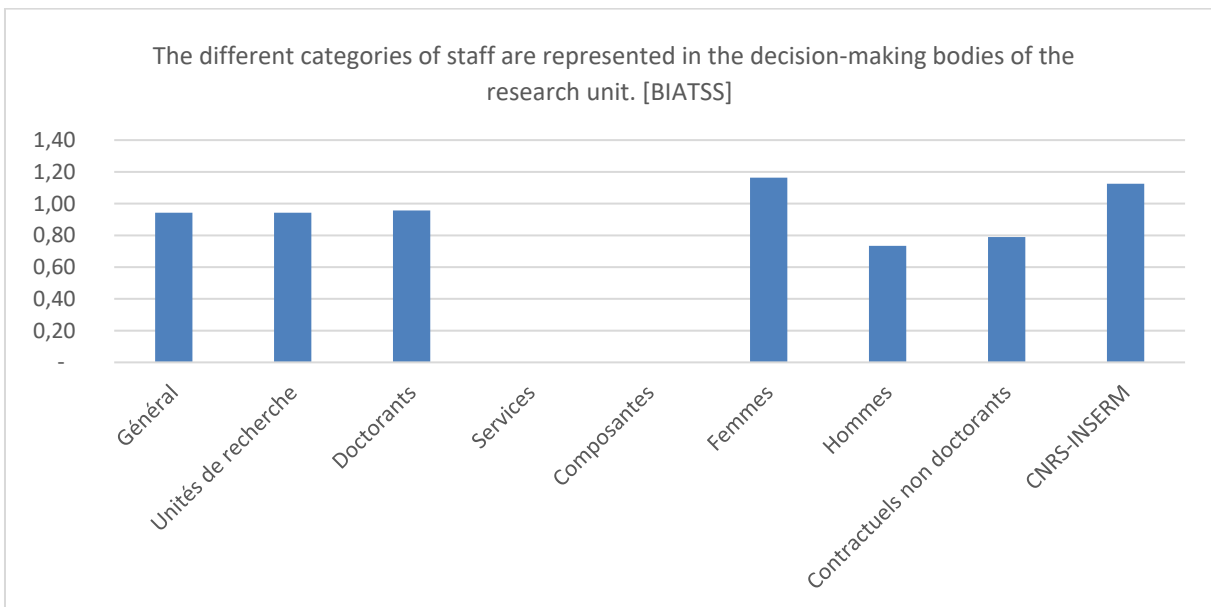
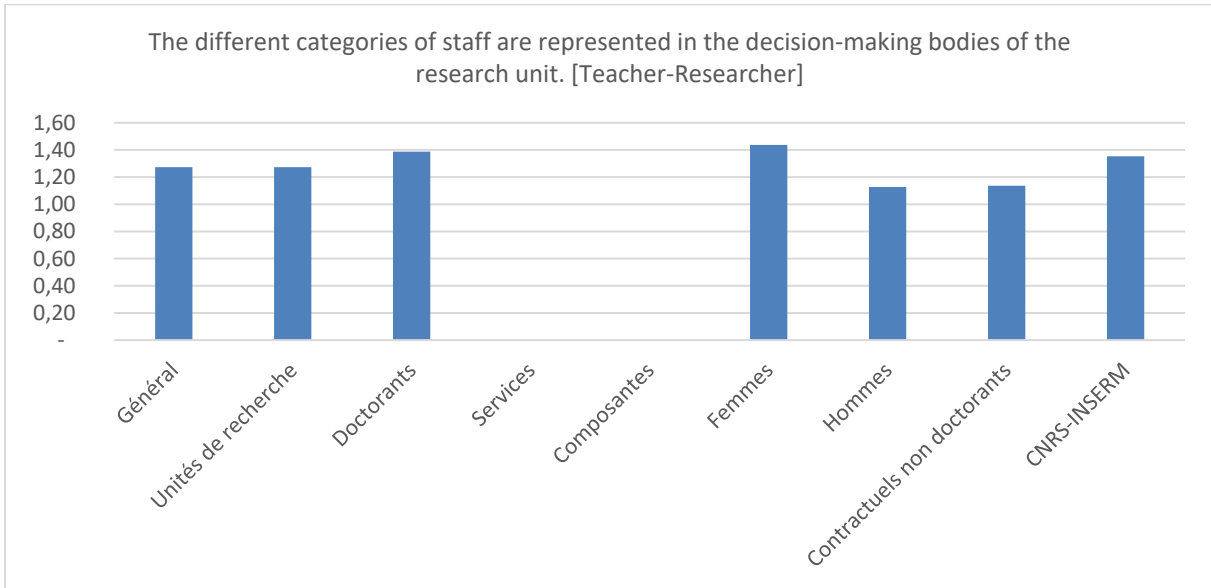
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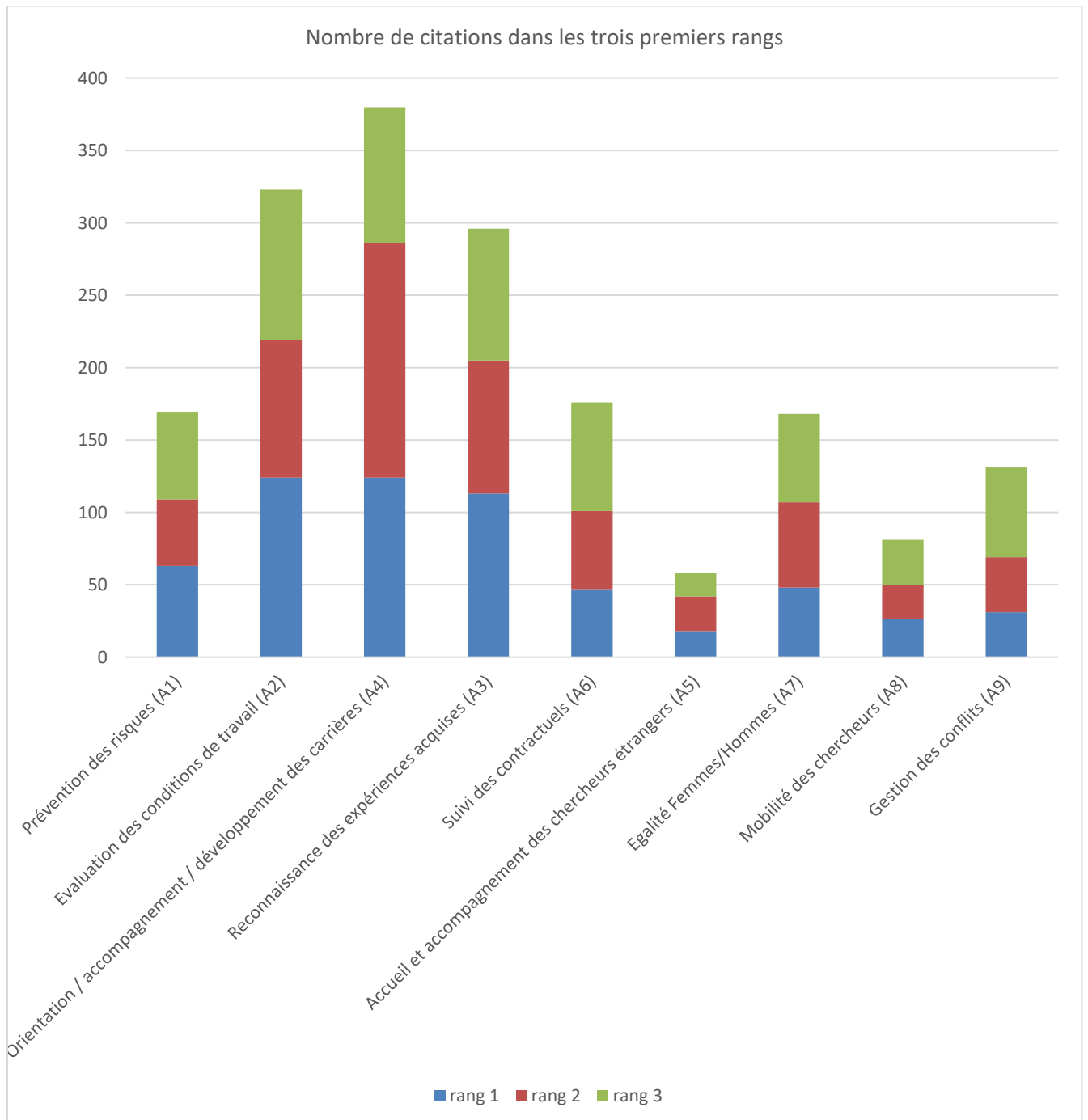


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Prioritization of actions



Prévention des risques --- Risk prevention

Evaluation des conditions de travail --- Evaluation of working conditions

Orientation / Accompagnement / Développement de carrière --- Guidance / Coaching / Career development

Reconnaissance des expériences acquises --- Recognition of experience

Suivi des contractuels --- Monitoring of contractual staff

Accueil et accompagnement des chercheurs étrangers --- Reception and support of foreign researchers

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Egalité Femmes/Hommes --- Equality gender

Mobilité des chercheurs --- Researcher's mobility

Gestion des conflits --- Conflict management