

INTERNAL ANALYSIS

concerning the practical application of the principles of the European Charter for Researchers and the Code of Conduct for their Recruitment (C&C)

This internal analysis is based on the measure of indicators for assessing the degree to which the principles of the C&C are applied within the R.I., according to four major 'dimensions': Open Recruitment and Portability of Grants; Social Security Issues; Attractive Employment and Working Conditions; Enhancing Training, Skills and Experience of Researchers.

The individuals/departments/divisions etc. of the Research Institution (*R.I.*) assign a score, **1 indicating maximum disagreement, 4 maximum agreement**, with respect to a series of affirmative sentences associated to the indicators, and grouped according to the 4 dimensions. On the basis of the above, the R.I. assigns a mean score, from 1 (max negative) to 4 (max positive), for each dimension.

Early stage researchers should feel free to answer questions on principles related to their position and working environment. However it would be helpful to get all the answers from early stage researchers in order to have their perceptions about all the issues

Dimension 1 - Open recruitment and portability of grants

Selection

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained.

Indicators to be examined for self-evaluation (1 disagree, 2 moderately disagree, 3 moderately agree, 4 fully agree):

1. Content and transparency of the announcements (calls); selection and method for evaluating the candidates		1	2	3	4	Mark the three top prior statements
1.1	<i>Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised nationally</i>	<input type="checkbox"/>				
1.2	<i>Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised internationally by the EURAXESS portal</i>	<input type="checkbox"/>				
1.3	<i>The required skills are sufficiently general to encourage the widest participation of potential candidates</i>	<input type="checkbox"/>				
1.4	<i>Candidates are always adequately informed by the selection committees, at the end of the selection process, on weaknesses and strengths of their candidature</i>	<input type="checkbox"/>				
1.5	<i>The Research Institution (R.I.) makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, are properly considered by the selection committees</i>	<input type="checkbox"/>				
1.6	<i>Selection criteria, working conditions and rights - including career prospects - competencies and skills required by candidates are adequately described in the calls</i>	<input type="checkbox"/>				
1.7	<i>Selection committees routinely include members from other countries</i>	<input type="checkbox"/>				
1.8	<i>Selection committees routinely include members from outside university (e.g., private companies, public research institutions)</i>	<input type="checkbox"/>				
1.9	<i>The selection committees are always gender balanced</i>	<input type="checkbox"/>				

Dimension 2 -Meeting the social security and supplementary pensions needs of mobile researchers

Stability and permanence of employment

Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the *EU Directive on Fixed-Term Work*

Indicators to be examined for self-evaluation (1 disagree, 2 moderately disagree, 3 moderately agree, 4 fully agree):

2. Stability and permanence of employment, social security		1	2	3	4	Mark the three top prior statements
2.1	Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or fixed-term)	<input type="checkbox"/>				
2.2	Researchers enjoy adequate social security provisions including sickness, parental benefits and pension rights in accordance with existing national legislation	<input type="checkbox"/>				
2.3	R.I. improves access to existing information on researchers social security rights	<input type="checkbox"/>				
2.4	R.I. encourages its member state to adopt pan-EU pension schemes targeted at researchers	<input type="checkbox"/>				
2.5	Efforts are made for the provision of information specifically addressing researchers on the issue of supplementary pension rights	<input type="checkbox"/>				
2.6	Compliance with national or sectional regulations on health and safety is ensured	<input type="checkbox"/>				

Dimension 3 - Attractive employment and working conditions

Recognition of the profession

All researchers engaged in a research career should be recognised as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

Non-discrimination

Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

Research environment

Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme.

Indicators to be examined for self-evaluation (1 disagree, 2 moderately disagree, 3 moderately agree, 4 fully agree):

3. Professional recognition; non-discrimination; research environment	1	2	3	4	Mark the three top prior statement:
3.1 Sufficient attention is paid to avoid discrimination on the basis of gender, age, ethnic origin - national or social - religion or belief, sexual orientation, language, disability, political opinions, and social/economic conditions	<input type="checkbox"/>				
3.2 Autonomy and creativity of all researchers, including the early stage & early career researchers is actively promoted	<input type="checkbox"/>				
3.3 Gender balance (equal opportunity) is actively searched for at all levels of staff, including those whose duties include supervision and management	<input type="checkbox"/>				
3.4 R.I. research departments provide a stimulating, pleasant to work-in environment, supporting research activities	<input type="checkbox"/>				
3.5 Researcher's participation in the R.I. bodies/boards, including those involved in decision-making and communication activities, is guaranteed	<input type="checkbox"/>				
3.6 Complaints/appeals of researchers and the conflicts between supervisors and early career researchers are fairly and efficiently handled	<input type="checkbox"/>				
3.7 An effective evaluation of the professional activities (research, teaching) of all researchers is regularly performed	<input type="checkbox"/>				
3.8 Teaching duties do not prevent researchers, especially at the beginning of their career, from performing their research activities	<input type="checkbox"/>				
3.9 Sufficient, specific measures are in place to encourage both women and men to combine family and work, children and career (eg part-time, tele-working, sabbatical leaves, nurseries, etc.).	<input type="checkbox"/>				

Dimension 4 -Enhancing training, skills and experience of European researchers

Access to research training and continuous development
 Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, takeup and effectiveness in improving competencies, skills and employability.

Indicators to be examined for self-evaluation (1 disagree, 2 moderately disagree, 3 moderately agree, 4 fully agree):

		1	2	3	4	Mark the three top prior statements
4. Professional development - Plans for training and mobility - Mentoring and/or supervision - Teaching						
4.1	Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	<input type="checkbox"/>				
4.2	Possibility for researchers to experience geographical, intersectional, inter-and trans-disciplinary mobility, and also mobility between public and private sectors is guaranteed and actively promoted	<input type="checkbox"/>				
4.3	Proper plans for increasing researchers skills and competence, needed for their career progression, are regularly designed by the R.I.	<input type="checkbox"/>				
4.4	Mentors and/or supervisors are identified as persons to whom researchers, in the early stage of their career, can refer for carrying out their professional duties and for providing support and guidance for their cultural and professional development	<input type="checkbox"/>				
4.5	Training plans are elaborated as well to improve mentoring competencies, informing senior researchers on this opportunity	<input type="checkbox"/>				

Thank you very much for your participation