

HR Excellence in Research

Survey for researchers 2024

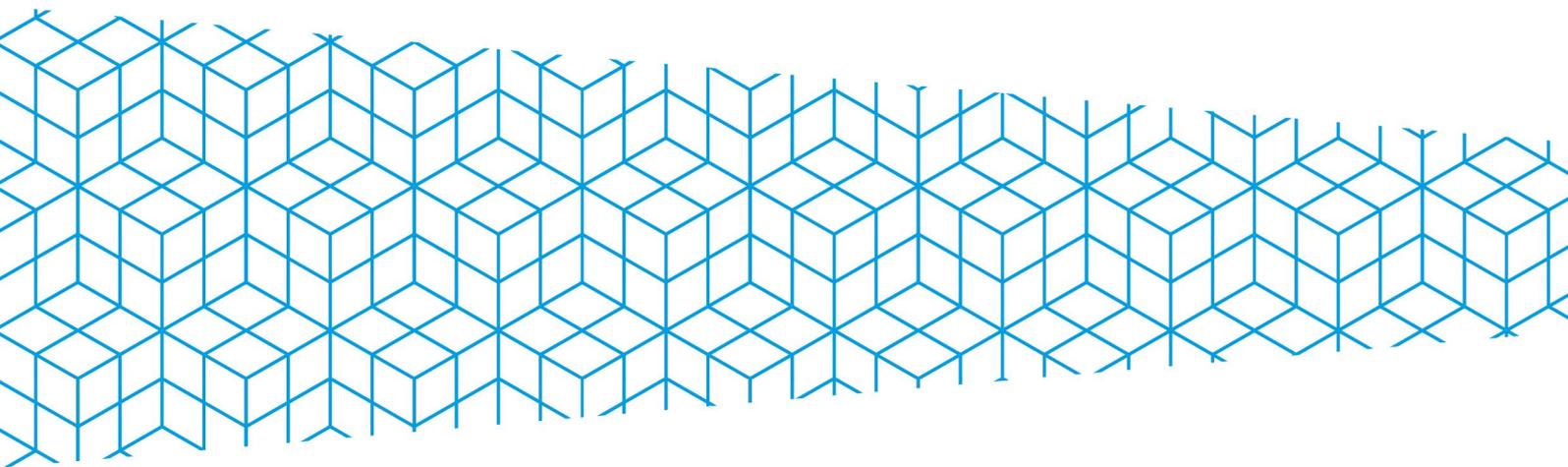


Table of contents

- 1
- Introduction 3**
- Participation 4**
 - Respondents' profile 4
- Pillar 1 – Ethics, integrity, gender and open science 5**
- Pillar 2 Researchers Assessment, Recruitment and Progression 10**
- Pillar 3 – Working conditions and practices 12**
- Pillar 4 – Research Careers and Talent Development 14**

Introduction

In September 2024, the University of Bordeaux embarked on the HR Excellence in Research (Human Resources Strategy for Researchers) process.

This initiative, launched by the European Commission, aims to obtain the “HR Excellence in Research” award, a distinction of European and international recognition that attests to the quality of an institution’s policies in research, human resources management, and scientific attractiveness.

Fully aware of the central role played by researchers in the HR Excellence in Research process, the University has sought to actively involve them throughout the initial and implementation phase, by collecting their views and experiences regarding their working conditions, opportunities for professional development and more broadly, the application of the 20 principles of the European Charter for Researchers. As part of this effort, a perception-based survey was conducted from **17th June to 5th July 2024** among the scientific community comprising more than 3,000 individuals, including researchers, teacher-researchers, doctoral candidates, engineers, and research technicians.

The questionnaire, consisting of approximately twenty questions, addressed the twenty principles of the European Charter for Researchers. It was structured around four key pillars:

- Ethics, integrity, gender , and open science;
- Evaluation, recruitment, and career progression of researchers;
- Working conditions and practices;
- Research Careers and Talent Development.

The present document provides a synthesis of the main findings from this survey. These insights form a valuable foundation for the elaboration of the University’s **HR Excellence in Research Action Plan**, ensuring full alignment with the expectations and needs of the University of Bordeaux’s scientific community.

Participation

360 responses received

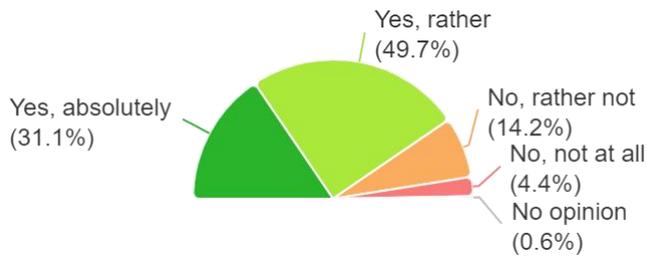
Participation rate: 10,4%

Respondents' profile

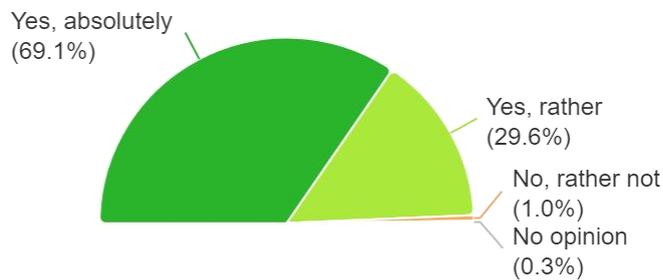
- > 48.8% Women / 50.6% Men / 0.6% Others
- > 28% of respondents are level R1 researchers (doctoral candidates, non PhD research staff)
- > 10% are level R2 researchers (postdoctoral researchers, *ATER* doctors, *LRU* teacher-researchers)
- > 32% are associate professors, senior research engineers and junior professors
- > 30% are full professors, research directors, astronomers and physicists

Pillar 1 – Ethics, integrity, gender and open science

In the course of your research activities, are you aware of texts and rules regarding ethics and scientific integrity?

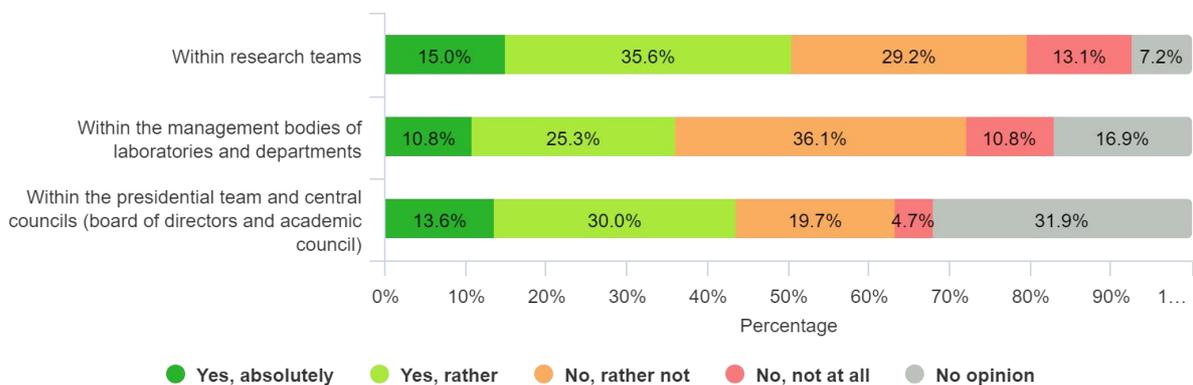


Do you put them into practice?

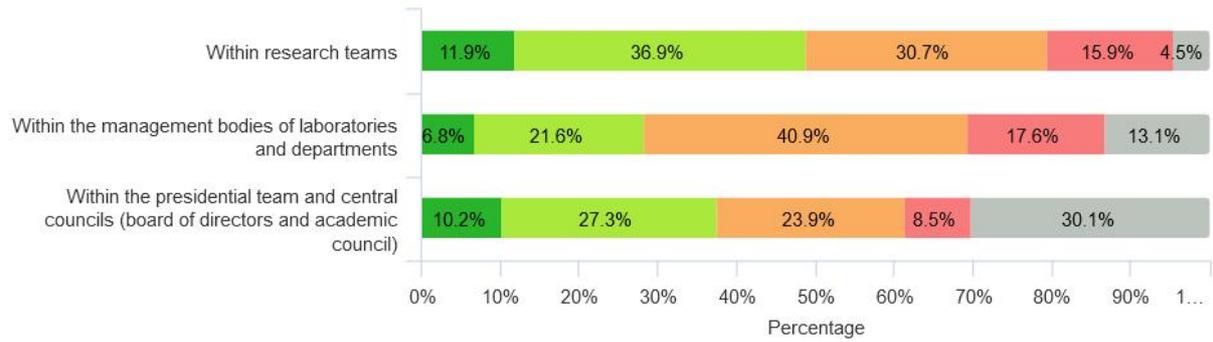


Do you think there is a balance between women and men?

- Regardless of gender

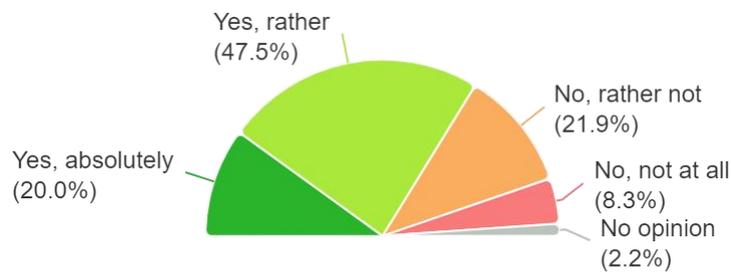


- From women perspective

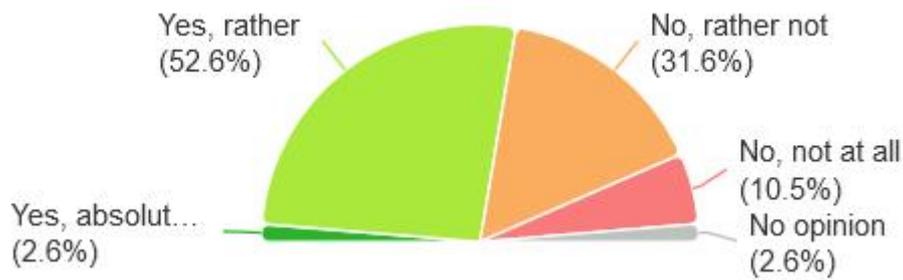


Do you think you are recognized as a research professional and treated as such?

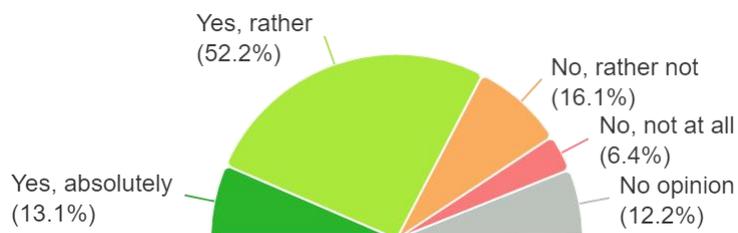
o Regardless of researcher level



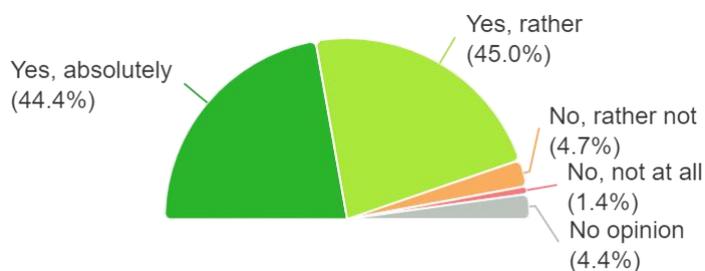
o From the point of view of R2 researchers



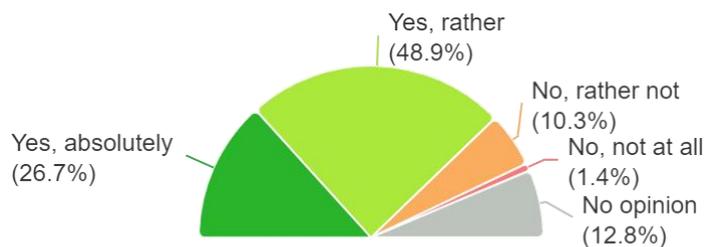
Do you think that the university of Bordeaux tackles effectively all forms of discrimination?



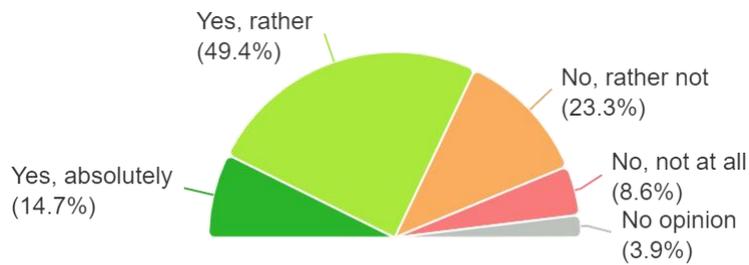
Does the university of Bordeaux guarantee freedom of research?



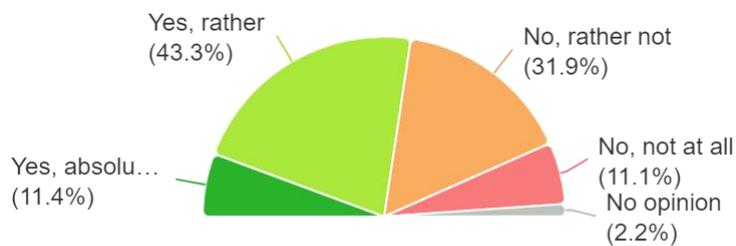
Does the university of Bordeaux encourage the practice of open science, particularly through open access publications, open data and software and/or the popularization of science to the general public?



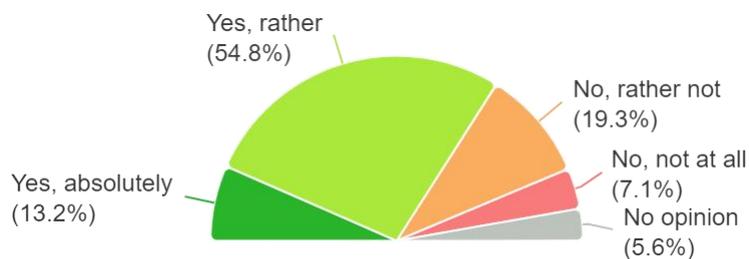
Do you know the central councils (board of directors, academic council) of the university and the strategic and institutional objectives within which your research activities fall?



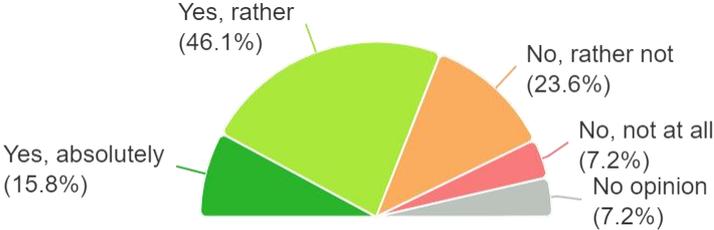
As part of your research activities, are you aware of the mobility options (geographic, sectoral, interdisciplinary and organizational)?



Do you think you have easy access to this type of options?

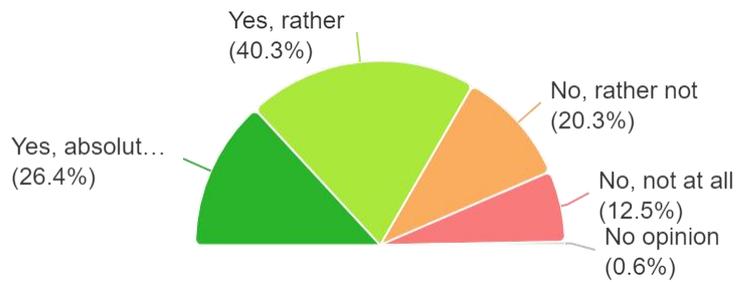


As part of your research activities, do you take into account the issue of sustainable development, as driven at the European level?

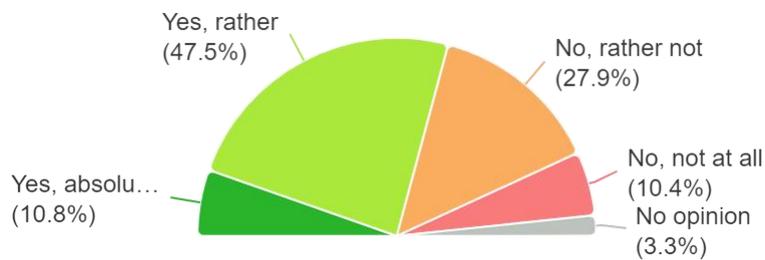


Pillar 2 Researchers Assessment, Recruitment and Progression

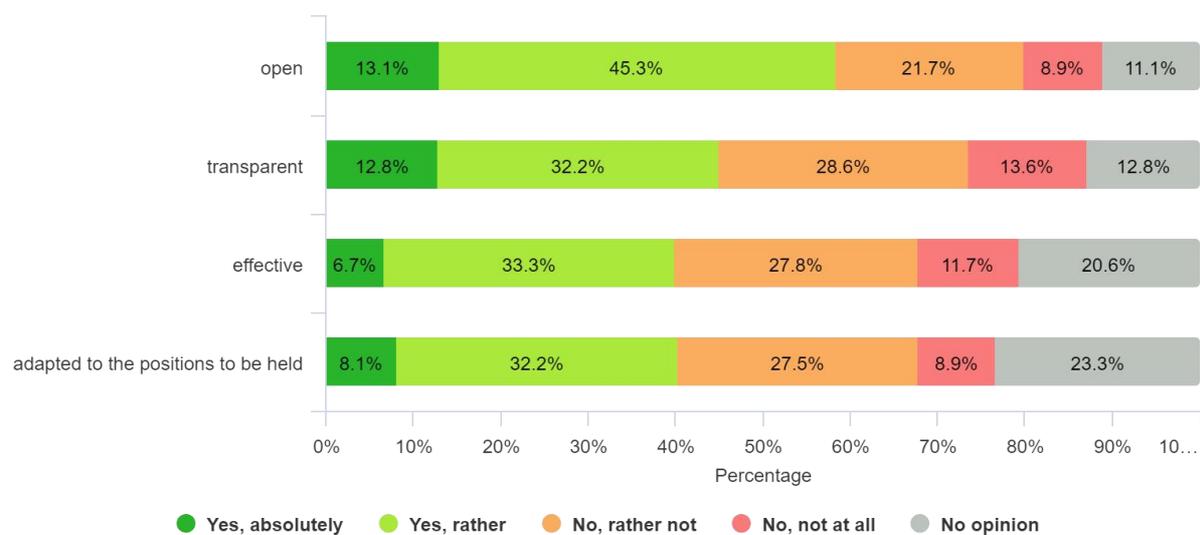
As part of your career development, do you know how you are evaluated?



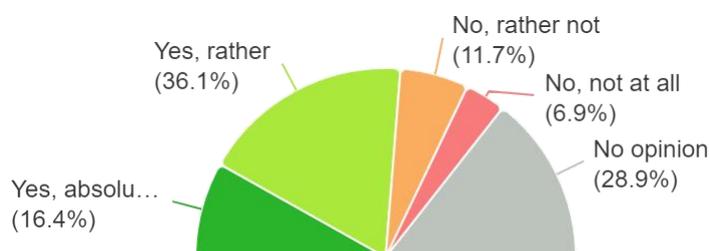
If so, are you satisfied with it?



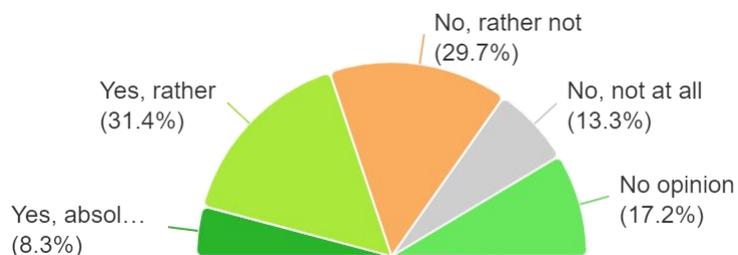
In your opinion, are the recruitment procedures at the university of Bordeaux:



When you were recruited, do you think that the committee considered your mobility experiences (transnational, transdisciplinary or transsectoral) as a plus?

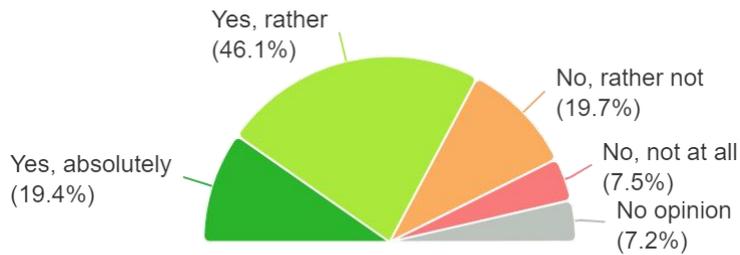


In your opinion, do the selection processes take into account all of your experiences, including those acquired outside of research?

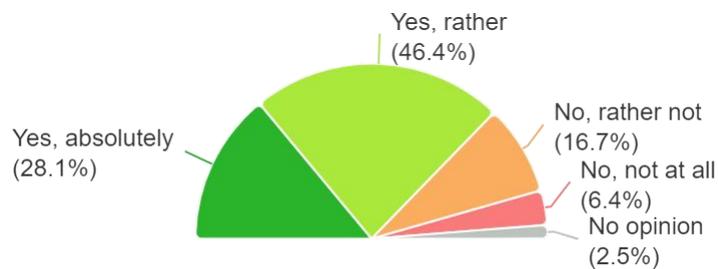


Pillar 3 – Working conditions and practices

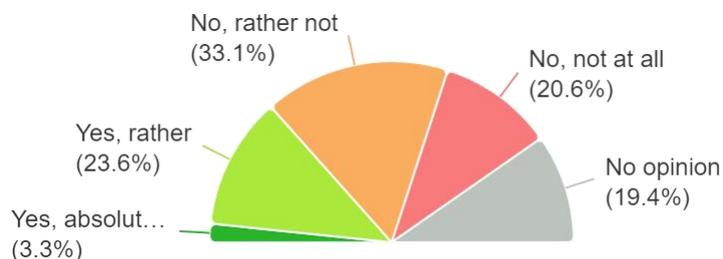
When carrying out your research activities, do you have the necessary facilities, equipment and devices to address your safety and health concerns (including mental health, harassment, gender-based violence, etc.)?



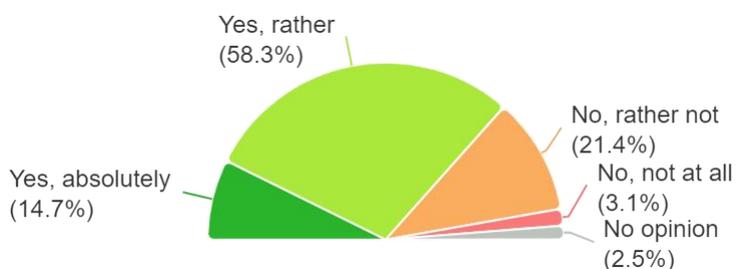
As part of your research activities, do you have the necessary arrangements and flexibility allowing you to conciliate personal and professional life?



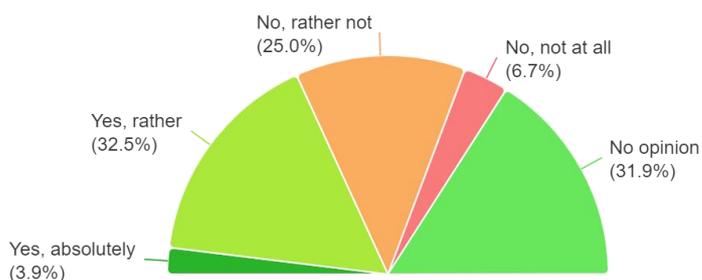
In your opinion, is the university of Bordeaux taking the necessary measures to tackle job insecurity in research?



Are you aware of your rights and obligations?

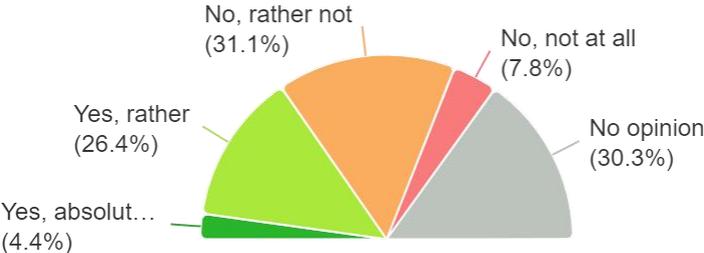


In your opinion, is the University of Bordeaux taking the necessary measures to ensure that researchers benefit from the (possible) exploitation of their R&D results and the intellectual assets resulting from their research?

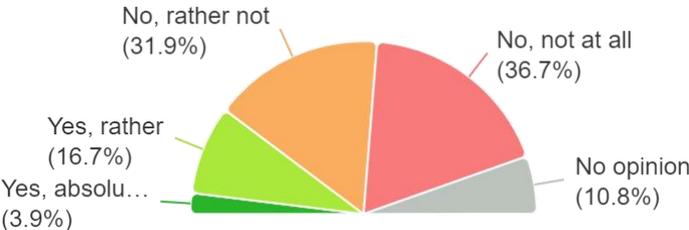


Pillar 4 – Research Careers and Talent Development

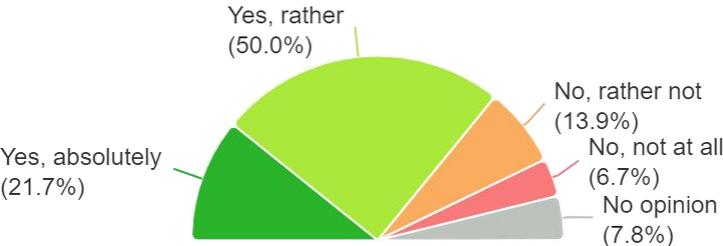
In your opinion, does the University of Bordeaux recognize diversified careers within the framework of professional paths?



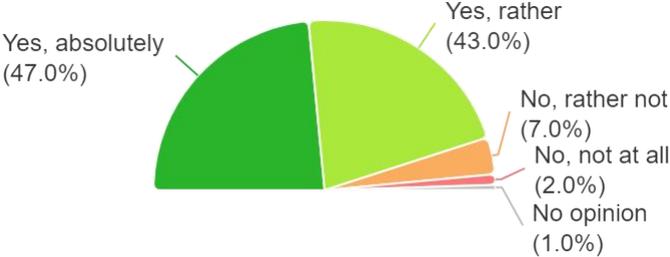
Do you know if the University of Bordeaux offers support in developing career plans for researchers?



At the University of Bordeaux, do you have access to training to develop skills and strengthen your capacities throughout your career?



As a young researcher, have you been or are you accompanied by experienced researchers?



Contact

Rock Bayala

rock-kisito.bayala@u-bordeaux.fr

En savoir +

www.u-bordeaux.fr



@ univbordeaux



universitedebordeaux



univbordeaux



universite-de-bordeaux

université
de **BORDEAUX**