



UNIVERSITÀ  
DI CAMERINO

## 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)

April-June 2009



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## OUTLINE

- Questionnaire: Indicators
- Who answered
- Results
- Actions



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The analysis is based on 4 indicators to assess the degree of application of C&C principles in the University of Camerino

**Dimension 1 - Open recruitment and portability of grants**

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

**Dimension 3 - Attractive employment and working conditions**

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

We have proposed 29 statements divided into 4 dimensions. The possible answers were:  
1= disagree; 2 = moderately disagree; 3 = moderately agree; 4 = agree.  
Furthermore it was asked to indicate the 3 most important statements for each dimension.

## 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):

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	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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
1.2	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 (e.g. by the EURAXESS portal)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
1.3	The required skills are sufficiently general to encourage the widest participation of potential candidates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
1.4	Candidates are always adequately informed by the selection committees, at the end of the selection process, on weaknesses and strengths of their candidature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
1.5	The RI makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, is properly considered by the selection committees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
1.6	Selection criteria, working conditions and rights - including career prospects - competencies and skills required by candidates are adequately described in the calls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
1.7	Selection committees routinely include members from other countries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
1.8	Selection committees routinely include members from outside university (e.g., private companies, public research institutions)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
1.9	The selection committees are always gender balanced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<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):

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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
2.3	R.I. improves access to existing information on researchers social security rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
2.4	R.I. encourages its member state to adopt pan-EU pension schemes targeted at researchers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
2.6	Compliance with national or sectional regulations on health and safety is ensured	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<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):

Professional recognition; non-discrimination; research environment /p>		1	2	3	4	Mark the three top statements
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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
3.2	Autonomy and creativity of all researchers, including the early stage & early career researchers is actively promoted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
3.4	R.I. departments provide a stimulating, pleasant to work-in environment, supporting research activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
3.7	An effective evaluation of the professional activities (research, teaching...) of all researchers is regularly performed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<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):

Professional development - Plans for training and mobility - Mentoring and/or supervision - Teaching		1	2	3	4	Mark the three top prior statements
4.1	Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
4.5	Training plans are elaborated as well to improve mentoring competencies, informing senior researchers on this opportunity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>

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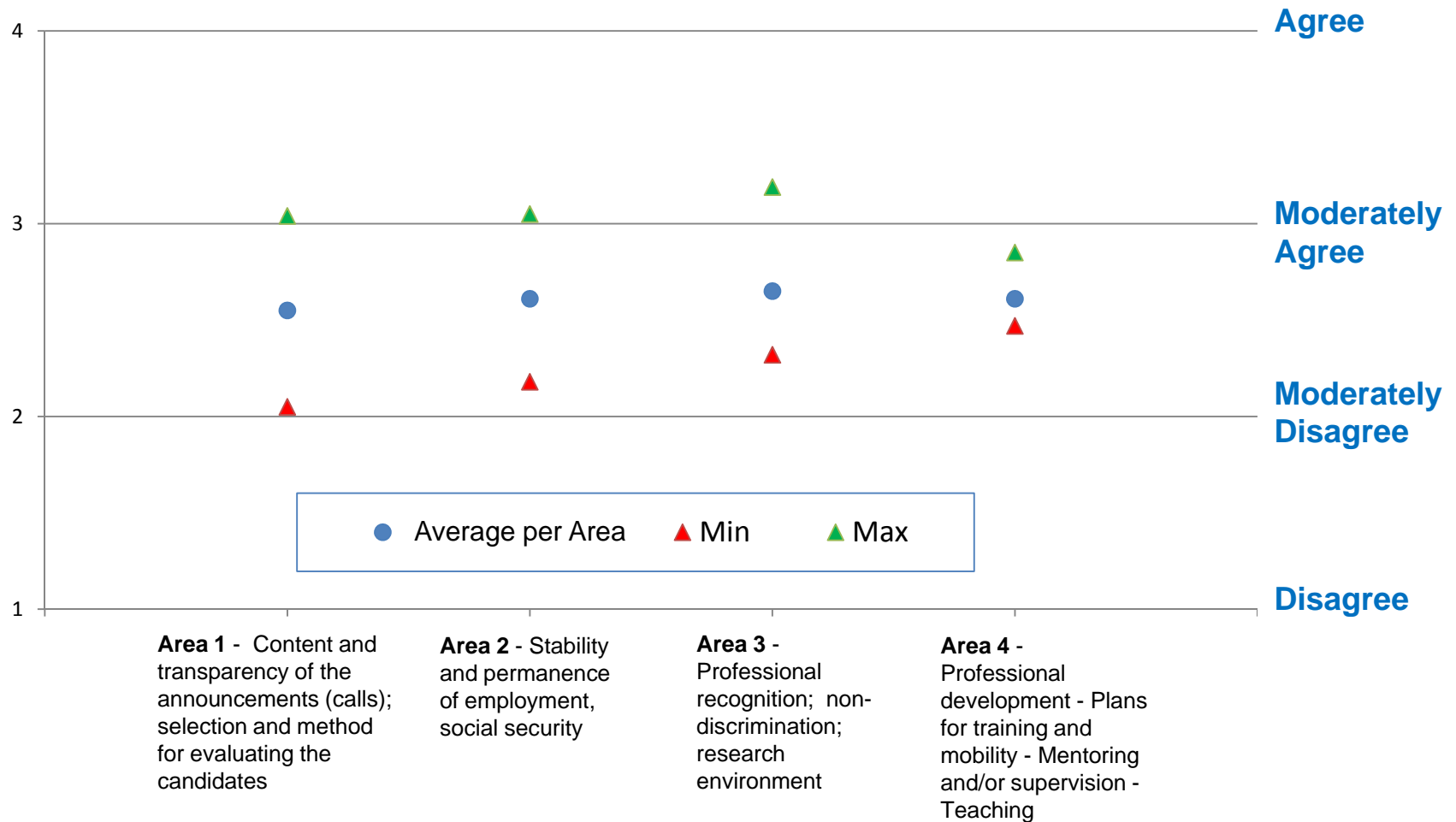
## Who answered?

	Answers	Total in the category	%
Full Professors	39	83	47%
Associate Professors	32	92	35%
Assistant Professors (permanent position)	48	110	44%
Assistant Professors (fixed term)	23	34	68%
PostDocs	2	20	10%
Graduate students with fellowship	7	57	12%
Doctoral candidates	56	170	33%
Technicians and Administratives	7	47	15%
Not indicated	17		
<b>Total</b>	<b>231</b>	<b>613</b>	<b>38%</b>

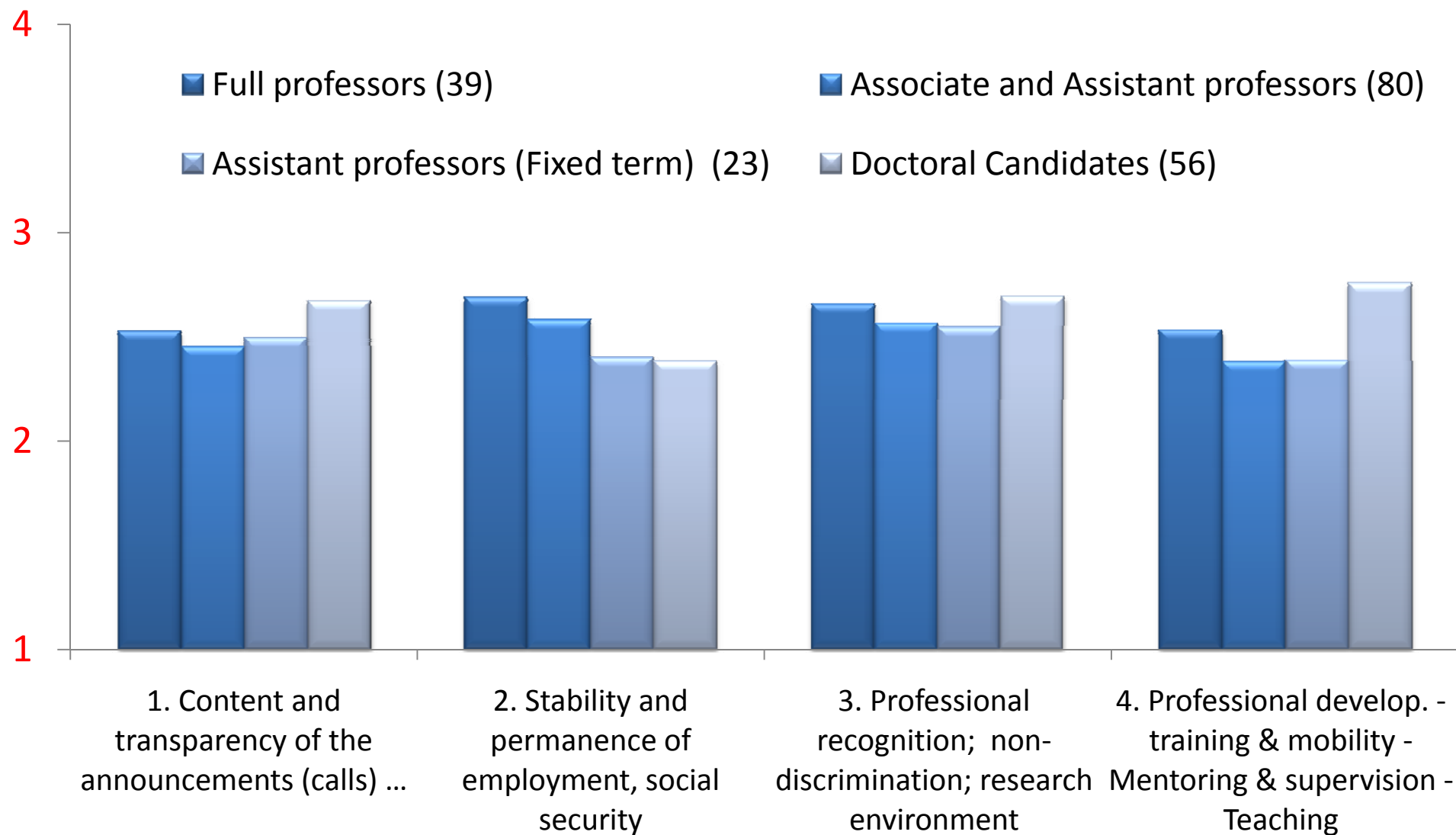




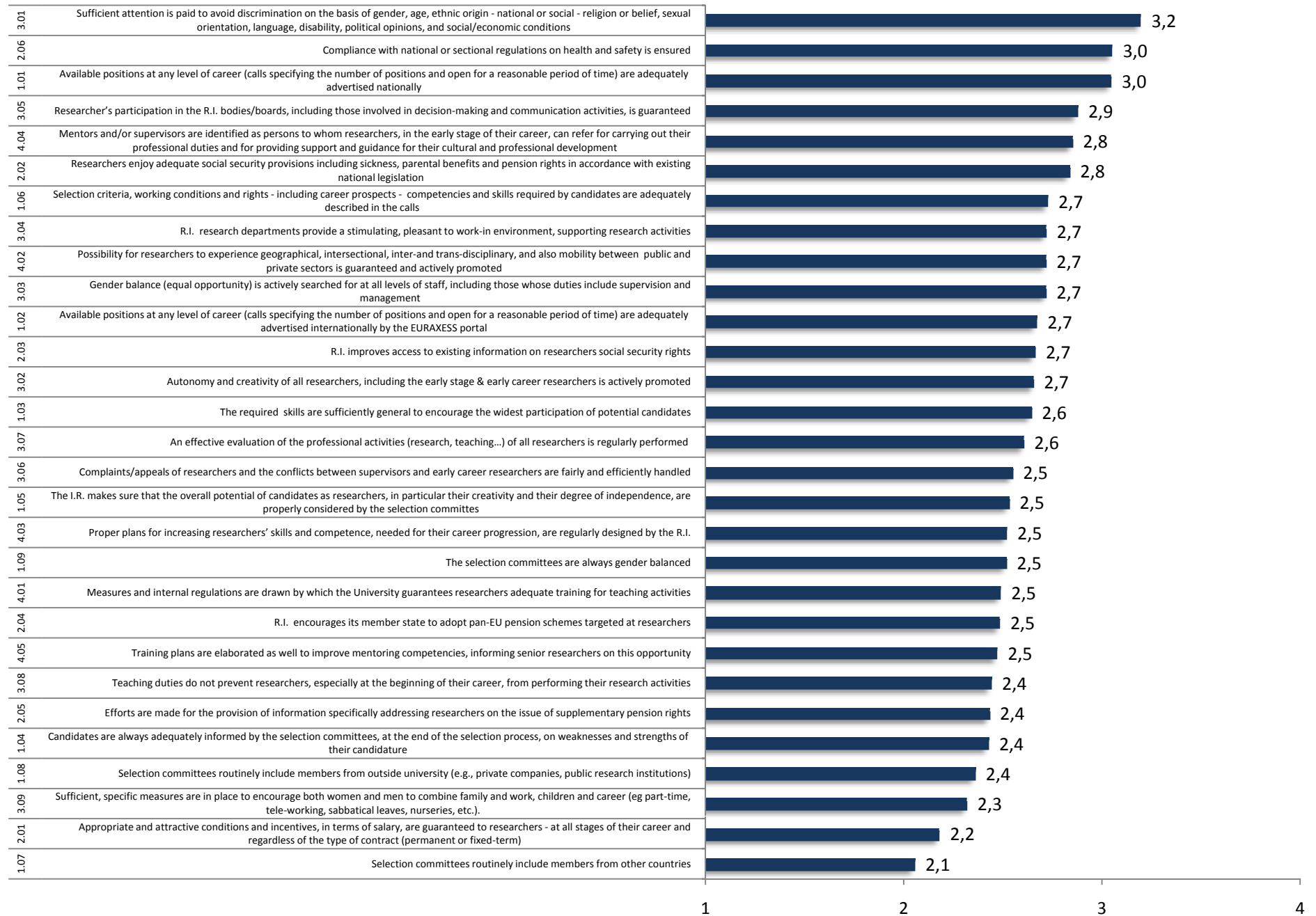
## Agreement in each dimension



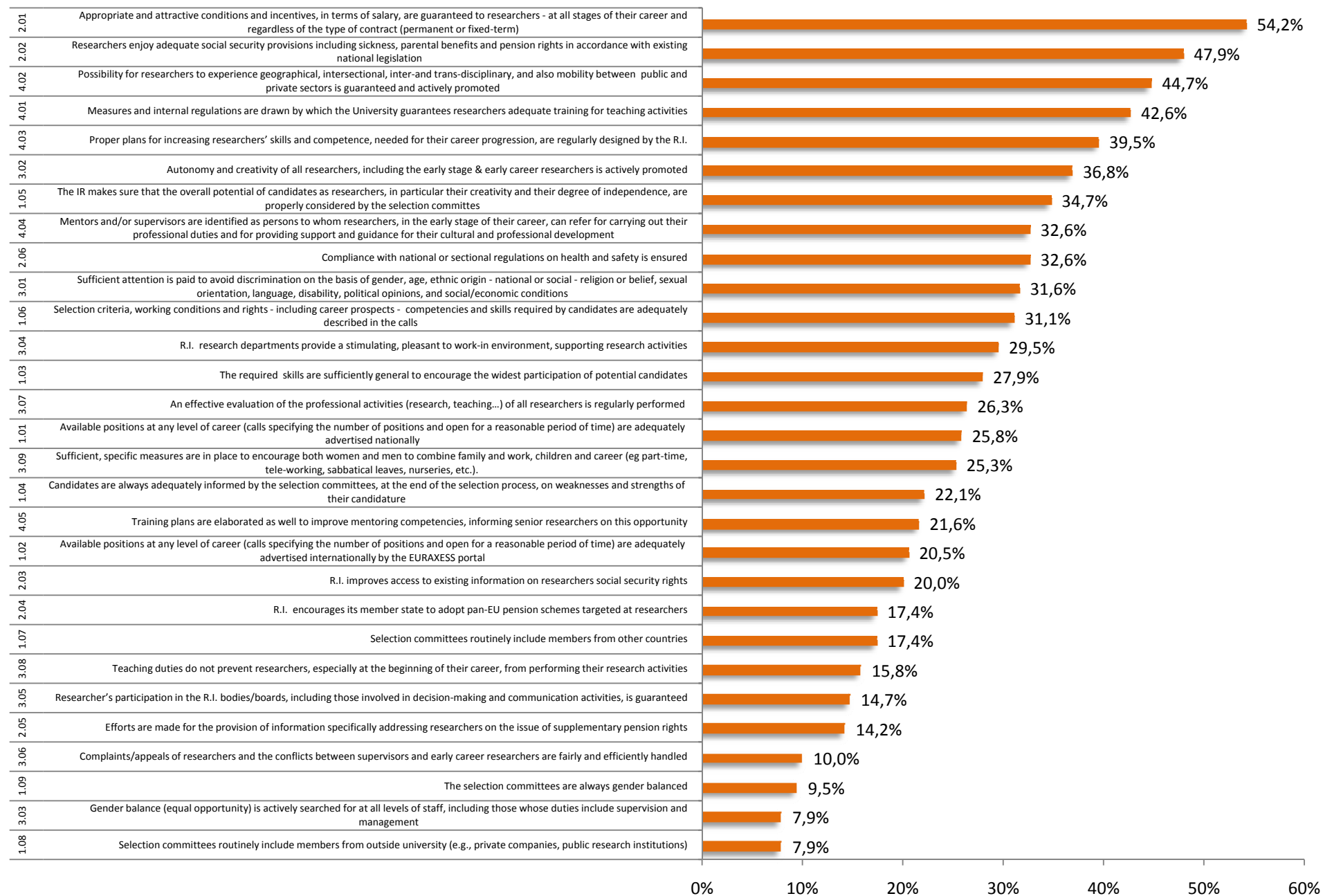
## Average agreement for each dimension by category



## Average agreement for the single statements



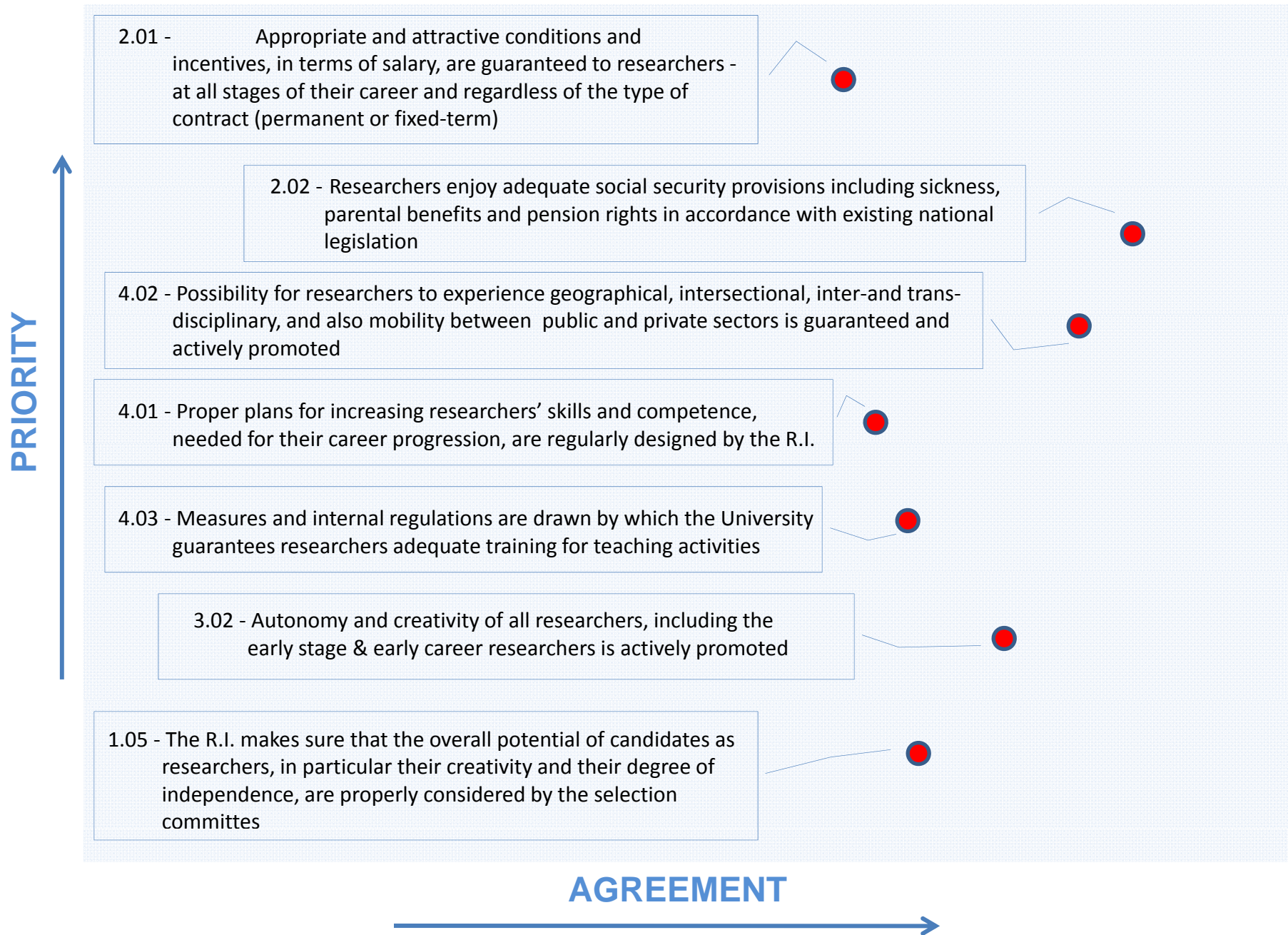
## Priority of the statements



# Relationship between agreement and priority



# High Priority (recognized as priority by at least 1/3), Low Agreement (>2; <3)





## In Summary

- **38% of the staff of University of Camerino has answered to the questionnaire.**
  - **The highest feedback (68%) was from Assistant Professors with a fixed term contract.**
- **Most of the answers fall in the middle (“can be better but is not so bad”) regardless of interviewed categories.**
- **Integrated analysis of priorities and agreements shows that the interviewed are most interested in**
  - **economic treatment,**
  - **social security issues**
  - **tools to improve skills and competence for research and teaching.**
- **On the basis of this analysis the University of Camerino has defined a Human Resources Strategy.**