



The Human Resources Strategy for Researches at IdISSC: FIB HCSC HRS4R

SURVEY

San Carlos Sanitary Research Institute (IdISSC)

Survey for Human Resources Strategy
for Research Application (HRS4R)

Opening Statement

Foundation for Biomedical Research of the San Carlos Clinical Hospital (FIB HCSC), as managing entity of the San Carlos Sanitary Research Institute (IdISSC), is committed to achieve the Human Resources Strategy for Research (HRS4R) accreditation given by the European Commission (EC).

The HRS4R emerges with the aim of making the research career more attractive and intends to give all researchers in any European Union Member State the same rights and obligations, independently of the country they live in. Entities adhering to the strategy receive the recognition of HR Excellence in Research.

An important part of the HRS4R application is a throughout survey to staff, with the final objective to draft a Human Resources Strategy following the best European practices compiled in the European Charter for Researchers and the Code of Conduct for the Recruitment of researchers, and your personal opinions on these issues.

The survey is completely anonymous and it will take 20 minutes of your time. Its structure follows five sections: 1) Basic Information, 2) Ethical and Professional Aspects, 3) Recruitment and Selection, 4) Working Conditions and Social Security, and 5) Training and Development.

The questionnaire develops 27 recommended concepts from the EC and which description corresponds to that indicated in the Charter and Code.

Please fill in all the sections. Your opinions will be taken into account for the Human Resources Strategy of the Institute. The strategy will be beneficial for us all, paving the way for the attainment of the HRS4R accreditation and improving our positioning in Europe.

Please answer all the questions and add your level of agreement (from 1 to 6, where 1 is very little agreement and 6 is full agreement) and the level of priority (from 1 to 6, where 1 is very little priority and 6 is full priority).

Your opinion is very important to IdISSC.

Thanks for your time!

Basic Information

Sex:

- Male
- Female

Age:

- 18-24
- 25-34
- 35-44
- 45-54
- 55-65
- >65

Time at the center:

- 0 to 1 year
- Between 1 and 3 years
- > 3 years

Professional Category at the Center:

- Predoctoral researcher
- Postdoctoral researcher
- Clinical researcher (Medical Doctor, nurse)
- Lab Technician
- Administrative Staff

Area of work:

- Cardiovascular
- Inflammation, infection, immunity and allergy
- Neuroscience
- Oncology
- Other large systems
- Transversal Research Support Units

Ethical and Professional Aspects

Principle 2. Ethical principles

Description

Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.

Question 2

IdISSC distributes, through the Ethic Committee, the ethical regulation principles to researchers

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you know it and/or consider it relevant, indicate the national or regional legislation or the regulation of the institution that allows or forbids the implementation of this principle.

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If you know it and/or consider it relevant, indicate practices that are being carried out in this regard at the Institute.

Haga clic aquí para escribir texto.

Other Inputs and Proposals for Actions (optional):

Haga clic aquí para escribir texto.

Principle 5. Contractual and legal obligations

Description

Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc.) as set out in the terms and conditions of the contract or equivalent document.

Question 5

IdISSC informs researchers adequately on the regulations, including IPR, from sponsors or funders, independently of the nature of contract.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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Other Inputs and Proposals for Actions (optional):

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Principle 7. Good practice in research

Description

Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them at all times.

Question 7

IdISSC makes sure that researchers always adopt safe working practices in line with national legislation including taking the necessary precaution for health and safety. Additionally, IdISSC ensures that researchers are familiar with the current national legal requirements regarding data protection and confidentiality protection.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Other Inputs and Proposals for Actions (optional):

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Principle 9. Public engagement

Description

Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.

Question 9

The Institute provides channels for researchers to disseminate their results.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

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	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Principle 10. Non discrimination

Description

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.

Question 10

IdISSC applies the principle of non-discrimination, which prohibits discrimination based on sexual orientation, religious belief, age, disability, race, ethnicity in the area work setting and in the access to all goods and services.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

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	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Principle 11. Evaluation/ appraisal systems

Description

Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee.

These evaluation procedures should take into account the overall creativity of the work and research results e.g. in publications, patents, research management, teaching and conferences, supervision and mentoring, national and international collaboration, administrative work, public awareness and mobility activities, and should be taken into account in the context of professional development.

Question 11

An external committee carries out evaluations systems for IdISSC researchers, allowing the evaluation of professional performance to be transparent.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

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Recruitment and Selection

Principle 12. Recruitment of Early Stage Researchers

Description

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning at their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career.

Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.

Question 12

IdISSC ensures that both the entry and the admission standards for researchers, particularly at the beginning of their careers, are clearly specified.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

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	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Principle 13. Recruitment

Description

Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised.

Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.

Question 13

IdISSC has recruitment procedures which are open, efficient, transparent, supportive and internationally comparable. Working conditions and entitlements are included in the description. The time for application is realistic.

How do you agree with the statement and what level of importance would you assign to it?

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	Less					Full
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Principle 14. Selection

Description

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.

Question 14

The institute uses selection committees with diverse expertise and competences, with a gender balance, including, where applicable, members from the public and private sectors and from different disciplines.

How do you agree with the statement and what level of importance would you assign to it?

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Other Inputs and Proposals for Actions (optional):

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Principle 15. Transparency

Description

Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.

Question 15

The institute informs about the recruitment process and the selection criteria through a public call. Once evaluated and selected, all those who have been evaluated are informed about their position and the score obtained.

How do you agree with the statement and what level of importance would you assign to it?

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	Less					Full
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Other Inputs and Proposals for Actions (optional):

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Principle 16. Judging merit

Description

The selection process should take into consideration the whole range of experience of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered.

This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.

Question 16

The institute takes into consideration the whole range of experience of the candidates, not only publications, but also teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

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	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Other Inputs and Proposals for Actions (optional):

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Principle 18. Recognition of mobility experience

Description

Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.

Question 18

At the Institute mobility of any kind is considered as a valuable contribution to the professional development of a researcher.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Other Inputs and Proposals for Actions (optional):

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Principle 19. Recognition of qualifications

Description

Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including nonformal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels.

Question 19

The institute puts enough effort into the appropriate assessment and evaluation of the academic qualifications, including informal qualifications, of all researchers, in particular within the context of international and professional mobility.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Other Inputs and Proposals for Actions (optional):

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Principle 21. Postdoctoral Appointments

Description

Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects.

Question 21

The institute has clear rules and explicit guidelines for the recruitment of postdoctoral researchers.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Other Inputs and Proposals for Actions (optional):

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Working Conditions and Social Security

Principle 23. Research environment

Description

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.

Question 23

The Institute offers appropriate facilities and equipment, promotes collaboration in research networks, ensures that national or sectoral regulations concerning health and safety in research are observed, ensuring the most stimulating research or research training environment.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

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	Less					Full
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Other Inputs and Proposals for Actions (optional):

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Principle 24. Working conditions

Description

Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career.

Question 24

The Institute makes sure that the working conditions for researchers, including those for disabled researchers, provide the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

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	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Other Inputs and Proposals for Actions (optional):

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Principle 25. Stability and permanence of employment

Description

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.

Question 25

The Institute is committed to improving the stability of employment conditions for researchers, in the established framework and context.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

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Other Inputs and Proposals for Actions (optional):

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Principle 26. Funding and salaries

Description

Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.

Question 26

At IdISSC researchers at all career stages including early-stage researchers, enjoy fair and attractive conditions with adequate and equitable social security provisions commensurate with their legal status, performance and level of qualifications and/or responsibilities and in accordance with existing national legislation and with national or sectoral collective bargaining agreements.

How do you agree with the statement and what level of importance would you assign to it?

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Principle 27. Gender balance

Description

Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.

Question 27

At the Institute, a gender balance is fostered through actions by guaranteeing gender balance at all levels of staff and as well as in the selections and evaluation committees.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you know it and/or consider it relevant, indicate the national or regional legislation or the regulation of the institution that allows or forbids the implementation of this principle.

Haga clic aquí para escribir texto.

If you know it and/or consider it relevant, indicate practices that are being carried out in this regard at the Institute.

Haga clic aquí para escribir texto.

Other Inputs and Proposals for Actions (optional):

Haga clic aquí para escribir texto.

Principle 28. Career development

Description

Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

Question 28

The Institute provides a career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you know it and/or consider it relevant, indicate the national or regional legislation or the regulation of the institution that allows or forbids the implementation of this principle.

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If you know it and/or consider it relevant, indicate practices that are being carried out in this regard at the Institute.

Haga clic aquí para escribir texto.

Other Inputs and Proposals for Actions (optional):

Haga clic aquí para escribir texto.

Principle 30. Access to career advice

Description

Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.

Question 30

The Institute offers career advice and job placement assistance to researchers at all stages of their careers, regardless of their contractual situation.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you know it and/or consider it relevant, indicate the national or regional legislation or the regulation of the institution that allows or forbids the implementation of this principle.

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If you know it and/or consider it relevant, indicate practices that are being carried out in this regard at the Institute.

Haga clic aquí para escribir texto.

Other Inputs and Proposals for Actions (optional):

Haga clic aquí para escribir texto.

Principle 31. Intellectual Property Rights

Description

Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights.

Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organisations, as possibly provided for under specific collaboration agreements or other types of agreement.

Question 31

The knowledge transfer office (KTO) at the Institute makes sure that all researchers reap the benefits of the exploitation (if any) of their R&D results, where applicable.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you know it and/or consider it relevant, indicate the national or regional legislation or the regulation of the institution that allows or forbids the implementation of this principle.

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If you know it and/or consider it relevant, indicate practices that are being carried out in this regard at the Institute.

Haga clic aquí para escribir texto.

Other Inputs and Proposals for Actions (optional):

Haga clic aquí para escribir texto.

Principle 32. Co-authorship

Description

Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc., or to publish their own research results independently from their supervisor(s).

Question 32

The institute supports researchers to use co-authorship, including those at the beginning of their research careers.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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If you know it and/or consider it relevant, indicate practices that are being carried out in this regard at the Institute.

Haga clic aquí para escribir texto.

Other Inputs and Proposals for Actions (optional):

Haga clic aquí para escribir texto.

Principle 34. Complaints/ appeals

Description

Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.

Question 34

The Institute offers the necessary means for all staff to file complaints in compliance with national rules and regulations. In addition, the Institute offers confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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If you know it and/or consider it relevant, indicate practices that are being carried out in this regard at the Institute.

Haga clic aquí para escribir texto.

Other Inputs and Proposals for Actions (optional):

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Principle 35. Participation in decision-making bodies

Description

Employers and/or funders of researchers should recognise it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution.

Question 35

At the institute researchers are represented in the relevant information, consultation and decision-making bodies.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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If you know it and/or consider it relevant, indicate practices that are being carried out in this regard at the Institute.

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Other Inputs and Proposals for Actions (optional):

Haga clic aquí para escribir texto.

Training and Development

Principle 37. Supervision and managerial duties

Description

Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.

Question 37

At the Institute, senior researchers devote attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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If you know it and/or consider it relevant, indicate practices that are being carried out in this regard at the Institute.

Haga clic aquí para escribir texto.

Other Inputs and Proposals for Actions (optional):

Haga clic aquí para escribir texto.

Principle: 39. Access to research training and continuous development

Description

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, take up and effectiveness in improving competencies, skills and employability.

Question 39

The Institute ensures 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 their skills and competencies.

How do you agree with the statement and what level of importance would you assign to it?

Score from 1 to 6 (1 is very little, 6 is very much)

	1	2	3	4	5	6
	Less					Full
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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If you know it and/or consider it relevant, indicate practices that are being carried out in this regard at the Institute.

Haga clic aquí para escribir texto.

Other Inputs and Proposals for Actions (optional):

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