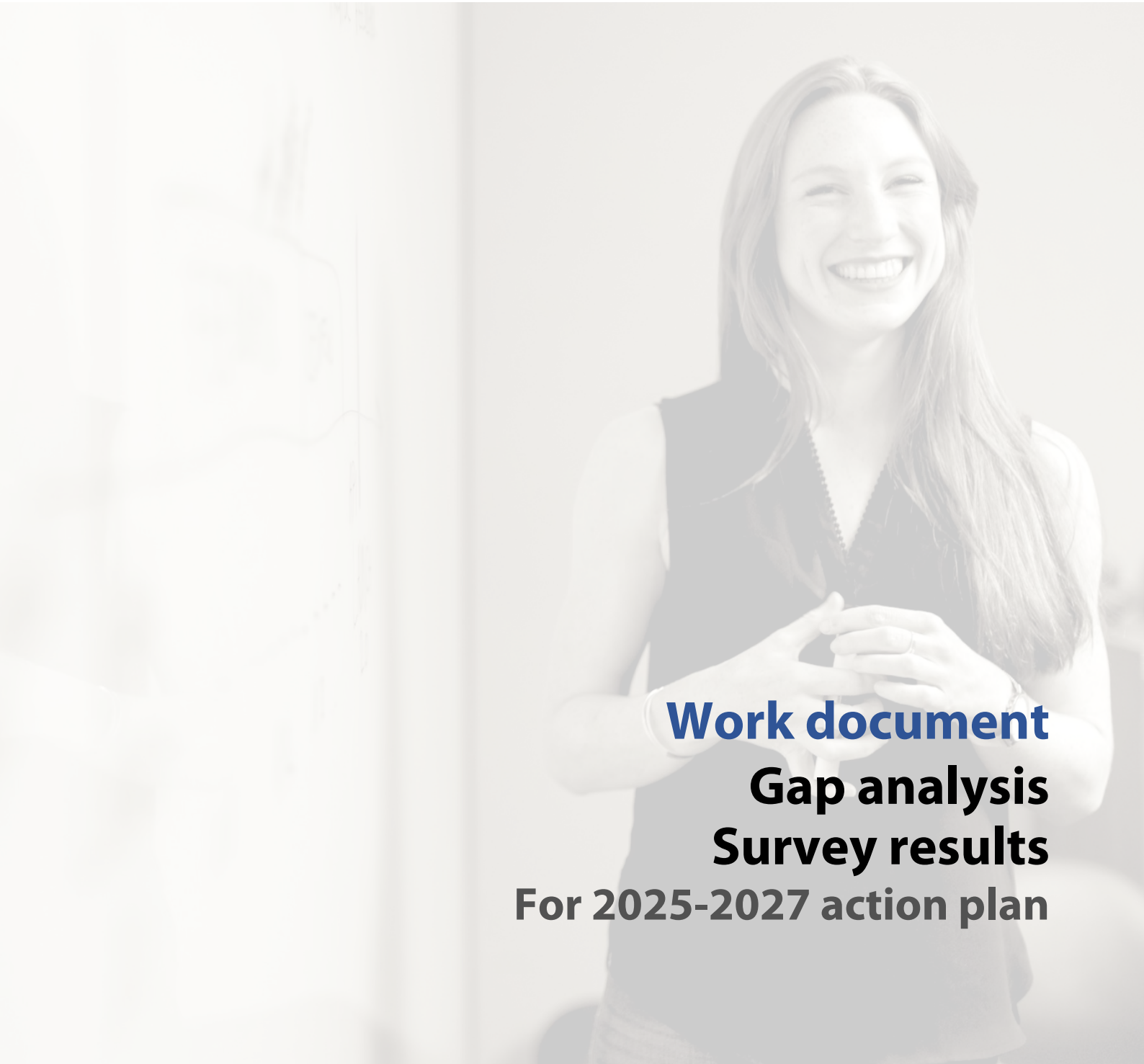# Universidad Zaragoza

Work document
Gap analysis
Survey results
For 2025-2027 action plan

June 2024

University of Zaragoza

HRS4R strategy

Gap analysis - survey

This document describes the methodology used for the internal analysis of our institution based on the collection of data and then assess our strengths and weaknesses as an outcome of the implemented actions. Therefore, the methodology used to implement the study is based on the design and analysis of the next actions:

1. Meetings to collect qualitative data.
2. Questionnaire to collect quantitative data

In order to conduct this internal assessment, UNIZAR has invited and encouraged all researchers to participate in these actions designed to obtain reliable data and that have been carried out in the last months by the HRS4R Technical Committee of our University. This group is composed by members of the UNIZAR Governing Board, members of the Research and Human Resources managing areas of the University and also involves representatives of all areas of the research community such as all researcher stages (R1, R2, R3, R4) and representatives of the University Research Institutes.

1. Meetings to collect qualitative data.

RESEARCHERS MEETINGS

During the months of March and April 2024, a series of talks were held on the different campuses of the university, with the aim of raising awareness of the strategy among researchers.

The meetings were held on 12th (Sciences Faculty), 14th (Humanities Faculty), 18th (Economics Faculty), 21th (Medical Faculty), 22th (Veterinary Faculty), 25th of March (Engineering School), and 30th of May (Huesca Campus) and 3rd of June (Teruel Campus). They were published and announced in the University daily bulletin (meetings on the UNIZAR HRS4R Strategy) and sent also by mail through the HR delegates of the different University Research Institutes, in order to extend the invitation to more researchers and encourage their participation.

In the meetings, The Vice-Rector for Science Policy, Rosa Bolea and the Responsible for International Research Projects of the University, Juan Ignacio Garcés, reviewed the HRS4R implemented strategy in UNIZAR, the actions implemented since 2017 were exposed and justified, and key information about the reports sent to the European Commission (EC) and future actions expected to be carried out shortly. Subsequently, the researchers were informed of the results obtained and of the suggestions and recommendations made by the self-assessment of the HRS4R strategy of the University of Zaragoza and which are included in the revision of the Consensus Report issued by the EC External Evaluation Panel in 2023. It was also provided information about the recommendations made by the EC (monitoring systems, improvement of UNIZAR's internal communication regarding the HRS4R strategy, etc...) reported in 2023 and evaluated by the EC in the site-visit audit carried out in 2023. Finally, researchers were asked to give their opinion and feedback about the action plan exposed and about the 40 C&C Principles.

Some of the main questions and concerns raised in the meetings, revised by the task team group, were discussed in the Technical Commission. Many of them referred to researchers' lack of knowledge about the HR Strategy, but other proposals were also suggested:

- Communication channels at the University have to improve. There is too much information daily, and it is difficult for the researchers to know what is important. Particularly it was mentioned lack of information about training courses of the CIFICE or difficulty to reach R1 researchers.
- Information on the strategy should be included in the welcome package for new recruits when the contract is signed, so that they are informed about the HR strategy from the first moment they join the university. There is a proposal to build an improved welcome package.
- Emphasise the benefits of the HRS4R quality label for participating in national and European projects. De-link it from the institutional impact and transfer it to the personal impact and that of their research teams.

- The creation of standard paragraphs for researchers to use in their projects is seen as a good practice. On the code of ethics, equality plan, HR strategy, etc...
- It is needed more information about the professional career at UZ, it is not clear where to get information, especially N3-N4 researchers (R1) don't know how to follow their career path or what steps to take.
- There is a difficulty for R2 to develop their career to achieve a R3 certification, mainly because it is difficult to demonstrate independence and leadership, which is challenging by being a contracted researcher. There should be some mentoring, documentation or training to help them. It was also proposed to have an advisory group for R2 researchers.
- There is a clear problem with the deadlines for the publication of the calls and recruiting times. There is a proposal to announce these calls for applications earlier to give more publicity and so that more people can apply and make a pre-selection. It is also proposed to hold workshops or talks on how to publish on the Euraxess website, as it is a free access platform where the institutes can publish freely.
- Difficulty of attracting and retaining talent with current salaries, there is a proposal to be able to pay bonuses outside these salary scales to retain and attract talent [it is now permitted in some contracts].
- The application SIGMA for doctoral management is not in English, there should be some help. Some other documents should be in English.
- It is proposed to leave a 'free text' box in the survey

All these comments were considered for the gap analysis and consequent action plan. Some of them have been even taken into account as actions currently performed.

2. Questionnaire to collect quantitative data

Survey participation

In order to know the opinion of the researchers of the University of Zaragoza (UNIZAR) on the Human Resources Strategy (HRS4R) of UNIZAR, the Vice-Rectorate for Science Policy of the University elaborated a survey following the principles of the Internal Analysis proposed by the European Union. All researchers were informed of UNZAR's interest in obtaining the European Commission's recognition for Human Resources Excellence in Research and of the importance of their participation in the survey.

Researchers involved:

- Pre-doctoral researchers, contracted N4 and N3 (R1)
- Post-doctoral researchers (Contracted N1-N2, and Juan de la Cierva) (R2).
- Recognised researchers (Contracted Research Doctors, Marie Curie and Ramón y Cajal) (R3)
- Tenured Lecturers, Contracted Doctoral Lecturers, Assistant Lecturers and Full Professors (R4)

The survey remained open for 6 weeks, from 6 May to 14 June. During this period, the Vice-Rector's Office sent reminders to the different research groups via e-mail lists created for this purpose and on Social Media (web, Linkedin and X (Twitter)). The iunizar Bulletin published a news item on the start of the survey on 7 May.

The 46 questions of the survey were grouped into 5 Blocks: 1. Ethics, Integrity, Gender, and Open Science, 2. Research Evaluation, Hiring, and Progression, 3. Conditions and Work Practices, 4. Research Career and Talent Development y 5. HRS4R Strategy at UNIZAR. The level of satisfaction with the questions could be rated on a scale of 1 to 4, where 1=strongly disagree and 4=strongly agree, NS/NC (don't know/no answer). The questions responded to the 40 principles of the C&C, as it was based on the first survey that was performed in our University in 2017, but also included some questions related to new interests as Open Science or Diverse research career recognition.

Of the 3331 UNIZAR researchers, a total of 943 responded to the survey. Number of respondents by type of researcher:

- Category R1: 108 respondents/434 listed (25%)
- Category R2: 68 respondents /381 listed (18%)
- Category R3: 24 respondents/99 listed (23%)
- Category R4: 743 respondents/2417 listed (32,5%)

The overall response rate was 28.30%, with quite high percentage for R4 researchers, and a slightly lower percentage for the rest, being R2 researchers the lowest percentage. Last survey, performed in 2017, had around 500 responses for a similar number of researchers.

Questionnaire

The University of Zaragoza (hereinafter UNIZAR) obtained recognition from the European Commission in 2017 for "HR Excellence in Research-HRS4R" (Human Resources Strategy for Researchers). This distinction identifies universities and institutions that generate and support a stimulating and favourable environment for research. Since then, UNIZAR has implemented various measures to improve working conditions for research staff.

Within the framework of renewing the **Human Resources Strategy for Researchers** (HRS4R) seal by our university, a survey has been prepared by the Vice-Rectorate for Scientific Policy **aimed at all research staff** to gather their opinions on the HRS4R Strategy at UNIZAR.

The survey is confidential and consists of 46 questions covering the entire range of human resources established in the researcher's charter and code, including questions about awareness of the strategy at UNIZAR. It should not take more than 15 minutes.

It should be mentioned that we have started to adapt the survey to the new European Charter. The questions were about the 40 principles, but they have ordered in the new areas and some questions about Open Science or Integrity in Research have been incorporated to the survey.

Please rate your level of satisfaction with the following aspects on a scale of 1 to 4, where 1=strongly disagree and 4=strongly agree, NS/NC (don't know/No answer).

**Ethics, Integrity, Gender, and Open Science**

1. **Research Freedom**. Researchers freely direct their research, within any limitations that may arise. 1 2 3 4 NS/NC
2. **Ethical Principles**. Researchers are aware of the ethical code of the University of Zaragoza and adhere to ethical norms documented in national, sectoral, or institutional ethical codes. 1 2 3 4 NS/NC

3. **Professional Responsibility**. Researchers strive to ensure that their research is relevant to society. 1 2 3 4 NS/NC
4. **Professional Attitude.** Researchers are aware of potential funding mechanisms and obtain necessary permissions while keeping UNIZAR informed of any project changes. 1 2 3 4 NS/NC
5. **Research Integrity**. Researchers commit to integrity in their research processes, while UNIZAR promotes a culture of research integrity through specific rules and procedures. 1 2 3 4 NS/NC
6. **Research Integrity**. Researchers funded by public funds adhere to principles of competition, transparency, and efficiency in management. 1 2 3 4 NS/NC
7. **Good Research Practices**. Researchers adopt safe working methods to safeguard health and safety. 1 2 3 4 NS/NC
8. **Diversity.** UNIZAR encourages diversity in research and does not discriminate against researchers based on gender, age, ethnicity, nationality, religion, political opinion, etc. 1 2 3 4 NS/NC
9. **Sustainability**. UNIZAR has a culture supporting sustainability, including in research. 1 2 3 4 NS/NC
10. **Gender Equality.** UNIZAR has a Gender Equality Plan and promotes gender equality in research. 1 2 3 4 NS/NC
11. **Open Science**. UNIZAR promotes Open Science and has specific policies for its development. 1 2 3 4 NS/NC

Research Evaluation, Hiring, and Progression

12. **Hiring.** UNIZAR has established open and transparent hiring procedures based on the merits of the candidates. 1 2 3 4 NS/NC
13. **Selection.** UNIZAR involves specialists from diverse areas of expertise and competence in candidate selection committees. 1 2 3 4 NS/NC
14. **Transparency.** Candidates are informed before the selection about the process and selection criteria. 1 2 3 4 NS/NC
15. **Merit Assessment.** Various merits such as scientific production, teaching, transfer, management, and dissemination are qualitatively evaluated during the selection process. 1 2 3 4 NS/NC
16. **Merit Assessment.** UNIZAR uses evaluation criteria adapted to the different research areas and types of hiring. 1 2 3 4 NS/NC
17. **CV Chronology Variations**. Interruptions in the researcher's professional career are considered part of professional evolution without penalization in the selection process. 1 2 3 4 NS/NC
18. **Mobility Recognition.** UNIZAR considers mobility (geographical, interdisciplinary, or intersectoral) a valuable contribution to professional development. 1 2 3 4 NS/NC
19. **Qualifications Recognition**. UNIZAR appropriately values and evaluates the academic and professional qualifications of researchers. 1 2 3 4 NS/NC
20. **Professional Career.** UNIZAR recognizes the development of the researcher's professional career. 1 2 3 4 NS/NC
21. **Co-authorship**. UNIZAR ensures that researchers of all levels have their rights recognized in co-authorship of research results. 1 2 3 4 NS/NC

Conditions and Work Practices

22. **Professional Recognition.** UNIZAR recognizes all levels involved in the research career (from postgraduate). 1 2 3 4 NS/NC

23. **Research Working Environment**. UNIZAR fosters research and learning with resources and opportunities. 1 2 3 4 NS/NC
24. **Working Conditions.** UNIZAR offers flexibility to researchers to balance professional and family life to ensure scientific success. 1 2 3 4 NS/NC
25. **Working Conditions**. UNIZAR provides disability support to ensure scientific success. 1 2 3 4 NS/NC
26. **Employment Stability.** UNIZAR strives to improve researchers' job stability. 1 2 3 4 NS/NC
27. **Funding and Salaries**. UNIZAR ensures researchers enjoy appropriate economic conditions and social coverage. 1 2 3 4 NS/NC
28. **Postdoctoral Appointments.** UNIZAR has clear rules on hiring postdoctoral researchers with the aim of gaining experience for career development. 1 2 3 4 NS/NC
29. **Access to Career Guidance**. UNIZAR offers career guidance to researchers at different stages. 1 2 3 4 NS/NC
30. **Dissemination and Exploitation of Results**. Research results are disseminated and exploited through open access communications or commercialization. 1 2 3 4 NS/NC
31. **Intellectual Property Rights.** UNIZAR ensures proper protection of intellectual property rights for R&D results. 1 2 3 4 NS/NC
32. **Complaints.** UNIZAR has established appropriate complaint channels (e.g., Ombudsperson) to assist all researchers in conflict resolution. 1 2 3 4 NS/NC
33. **Participation in Decision-Making Bodies.** UNIZAR allows researchers to participate in the institution's information, consultation, and decision-making groups. 1 2 3 4 NS/NC
34. **Public Commitment**. UNIZAR encourages research activities and results to be disseminated for society's knowledge. 1 2 3 4 NS/NC

Research Career and Talent Development

35. **Diverse Research Career Assessment.** UNIZAR takes into account the diversity in researchers' professional careers and promotes a culture of diversification for better professional development of young researchers. 1 2 3 4 NS/NC
36. **Professional Development**. UNIZAR has a strategy to support the professional development of researchers. 1 2 3 4 NS/NC
37. **Teaching.** UNIZAR values teaching as an asset within the researchers' professional career. 1 2 3 4 NS/NC
38. **Relationship with Supervisors**. Predoctoral researchers maintain continuous and structured relationships, including regular meetings, with their thesis supervisors. 1 2 3 4 NS/NC
39. **Supervision and Management Tasks.** Senior researchers facilitate knowledge transfer and the career development of novice researchers. 1 2 3 4 NS/NC
40. **Continuous Professional Training.** Researchers at all levels have the opportunity for continuous training in aspects related to their work. 1 2 3 4 NS/NC

HRS4R Strategy at UNIZAR

41. Are you familiar with the Human Resources Strategy for Researchers (HRS4R) strategy of the European Commission? Yes No
42. Were you aware that the University of Zaragoza had been awarded the HR Excellence in Research seal by the European Commission? Yes No
43. During the year 2024, the Technical Committee monitoring the HRS4R Strategy at UNIZAR organized meetings with researchers to provide updates on the strategy's status, address their concerns, and gather suggestions related to their research career

(hiring, training, working conditions, and ethical and professional aspects). Please rate UNIZAR's initiative in convening these meetings. 1 2 3 4 NS/NC

44. If you attended, please rate your level of satisfaction. 1 2 3 4 NS/NC
45. In your work environment, do you believe that the implementation of the HRS4R Seal at UNIZAR has had an impact? 1 2 3 4 NS/NC
46. Suggestions. Please feel free to include any comments or suggestions regarding the HRS4R strategy at the University of Zaragoza or any related aspects.

Here, we summarize the main conclusions of the results of the survey:

- The first block, **"Ethics, integrity, gender and open science"**, obtained an overall average of **3.59**, which shows that in this section the university is aligned with European principles, mainly highlighting research integrity, diversity and freedom of research.
- The second block, **"evaluation of research, recruitment and progression"**, has an average score of **3.41**, with transparency being the most highly rated section.
- The third block, **"working conditions and practices"**, has an average score of **3.2**, highlighting the recognition of the profession and public commitment and the need to improve, through appropriate actions, employment stability, funding and salaries and access to career guidance. The most critical researchers for these issues were the R3 researchers, so it will be necessary to identify their shortcomings to improve their conditions.
- The fourth block, **"research career and talent development"**, has an average score of **3.23**, with some concerns about the professional development of the researchers.
- The fifth block **"HRS4R strategy in Unizar"**, has an average of **2.44**. Please, take into account that this average is reduced due to the fact that questions 41 and 42 do not have actually these values, as they are YES/NO questions, and the system has returned a number 1 for YES and number 2 for NO. Therefore, question 41, asking about the knowledge of the HR strategy has a 40% YES and 60% NO response. Question 42, about the knowledge of the HR label in our institution has a ~50%-50% YES/NO response. In any case, the knowledge of the strategy is still very low and, for this reason, it is necessary to continue implementing communication actions to improve the knowledge of the strategy to researchers and the university in general. It should be noted that now, at least, one third of the researchers of our University are well aware of the HRS4R strategy through the participation in the survey, which has been a very good starting point for raising the awareness on these issues. Moreover, those who attended the planned talks were highly satisfied.

We can see the results more in deep through the next figures. The first one shows the raw results, the second one indicates those questions that need attention :

	Group
1-11	Ethics, Integrity, Gender, and Open Science
12-21	Research Evaluation, Hiring, and Progression
22-34	Conditions and Work Practices
35-40	Research Career and Talent Development
41-45	HRS4R Strategy at UNIZAR
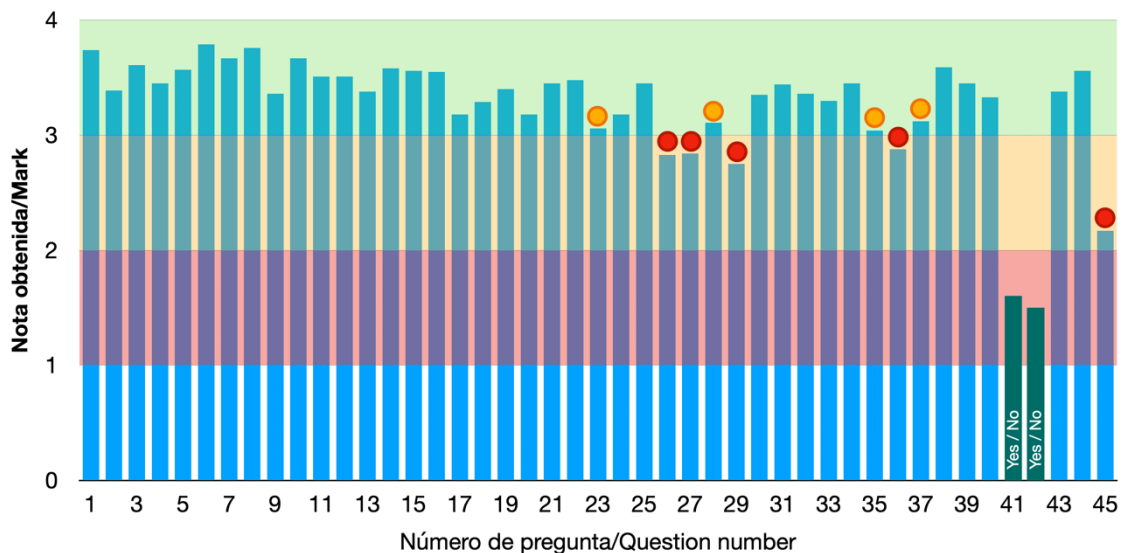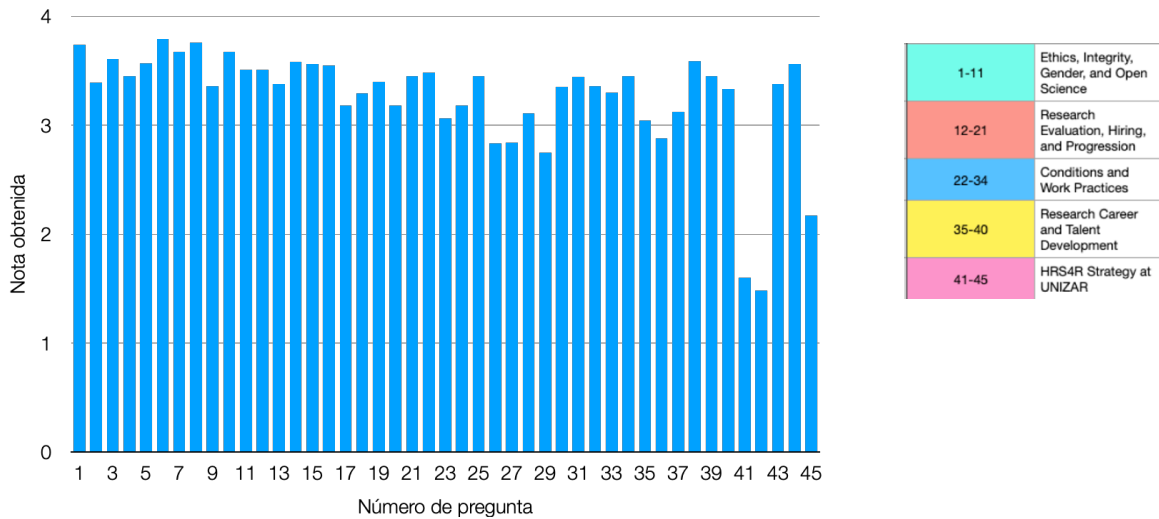
Despite the good overall qualification in the questions, there are some gaps to be analyzed that are to be included in a new action plan.

As it was mentioned above, we have to look deep in question 23, questions 26 to 29 and 35 to 37. These corresponds to specific aspects in the conditions and work practices, research career and talent development. Respect to questions 41 to 45, they are questions about the knowledge of our researchers of the HR strategy. Please, note that questions 41 and 42 are YES/NO questions, so the qualification is not real. However, question 45, related to the opinion about the impact of the HRS4R strategy in the work of the researchers, has a response that shows that this is clearly an improvement area.

There are also some questions with a high percentage of NS/NC responses (higher than 15%). These are specifically questions 17, 21, 25, 28, 29, 31, 32, 33, 35 and 45. These questions are pointing to areas that would be interesting to focus when disseminating the strategy among the researchers.

Extended results

Ethics, Integrity, Gender, and Open Science

1.Research Freedom. Researchers freely direct their research, within any limitations that may arise.

Average rating: 3,74   (1-2) (>2<3) (3-4)
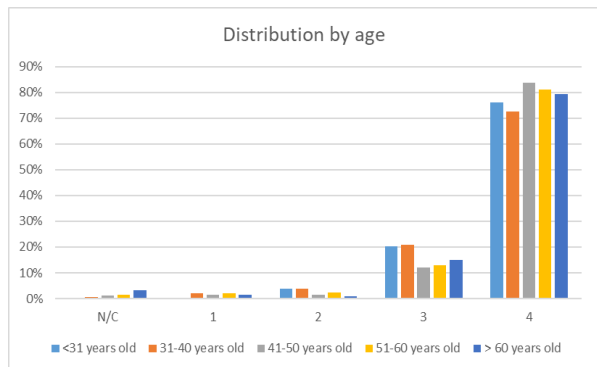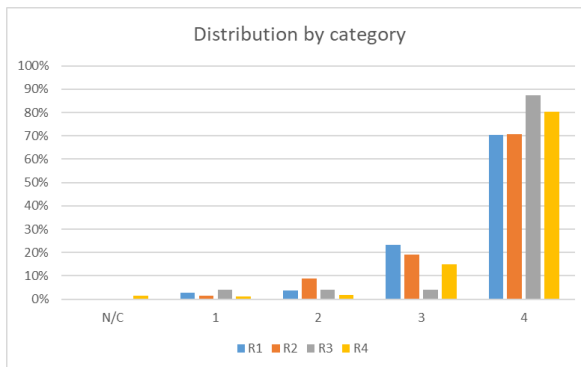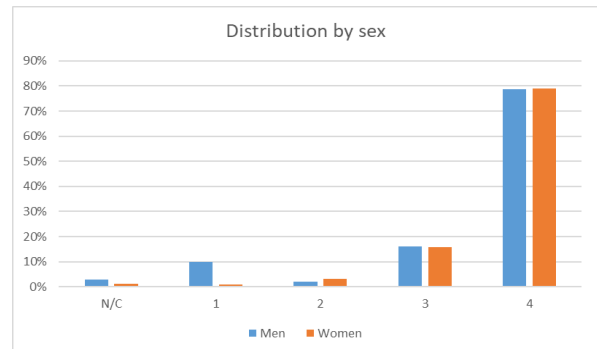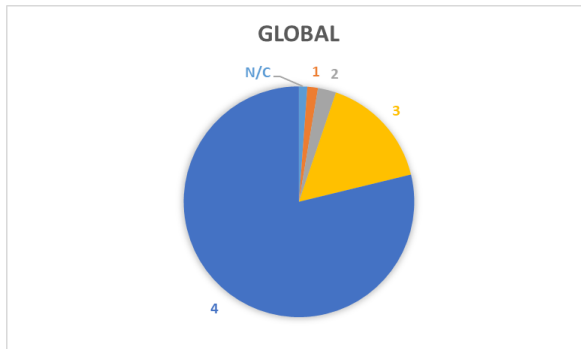
2.Ethical Principles. Researchers are aware of the ethical code of the University of Zaragoza and adhere to ethical norms documented in national, sectoral, or institutional ethical codes.

Average rating: 3,39   (1-2) (>2<3) (3-4)
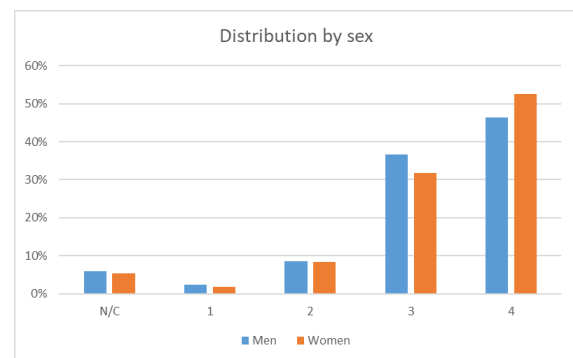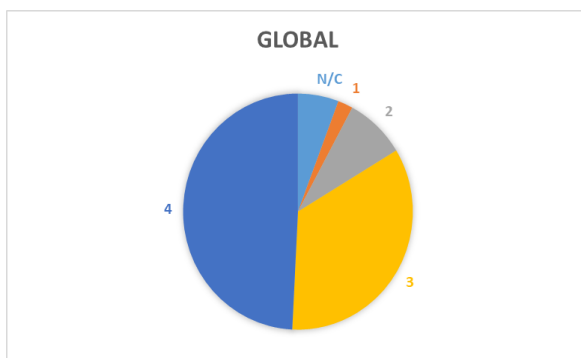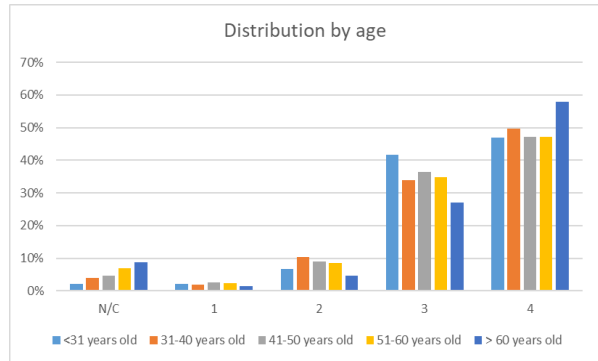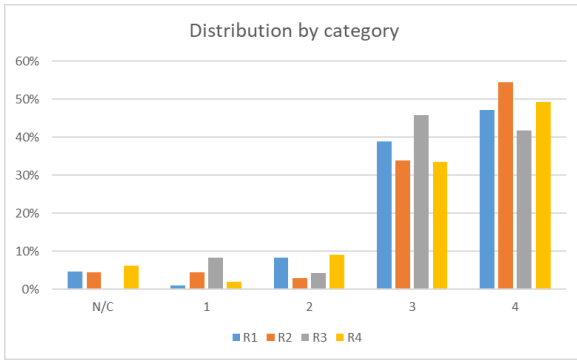
Distribution by category

Distribution by age

3.Professional Responsibility. Researchers strive to ensure that their research is relevant to society.

Average rating: 3,61   (1-2) (>2<3) (3-4)
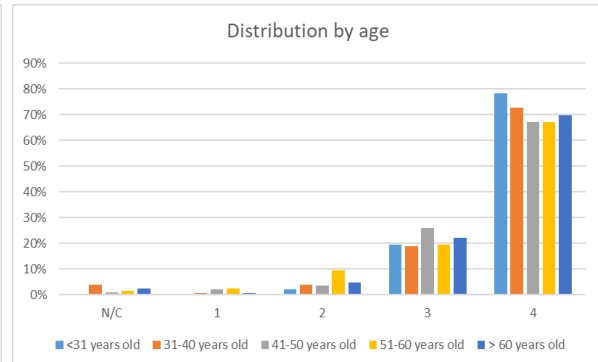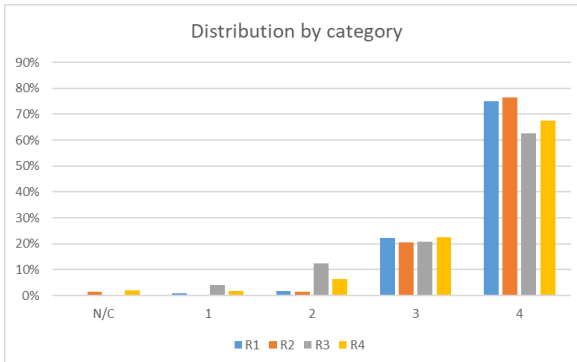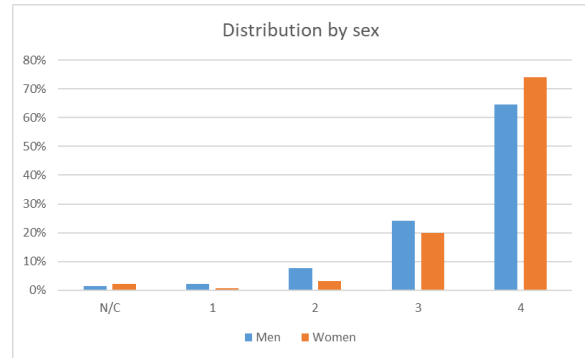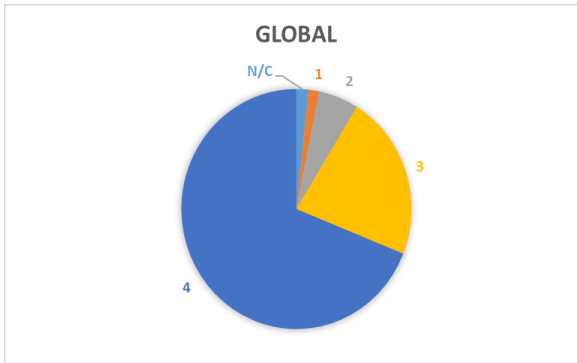
GLOBAL

Distribution by sex

Distribution by category

Distribution by age

4.Professional Attitude. Researchers are aware of potential funding mechanisms and obtain necessary permissions while keeping UNIZAR informed of any project changes.

Average rating: 3,45   (1-2) (>2<3) (3-4)
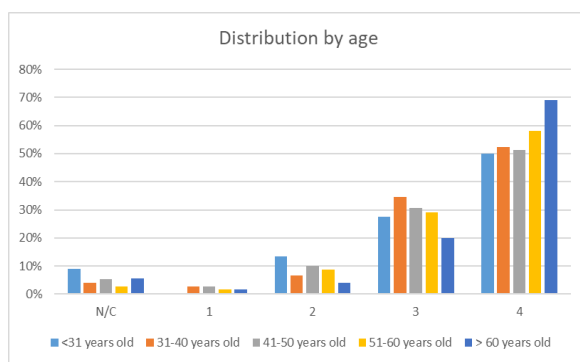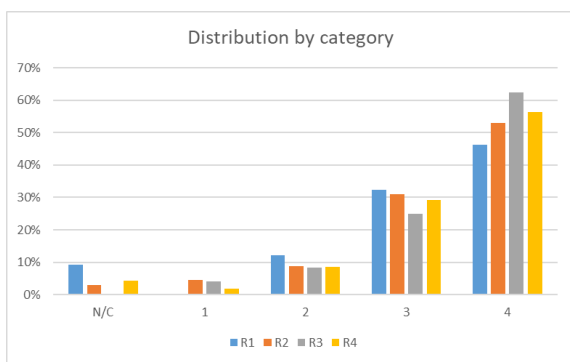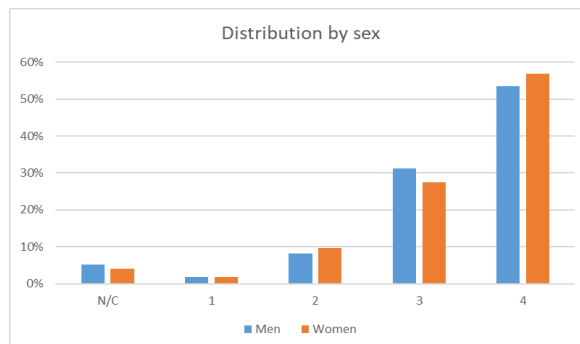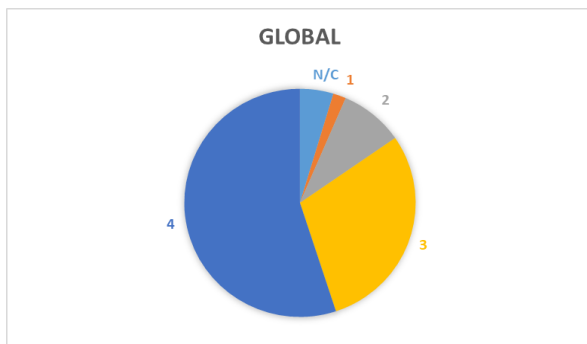
5.Research Integrity. Researchers commit to integrity in their research processes, while UNIZAR promotes a culture of research integrity through specific rules and procedures.

Average rating: 3,57   (1-2) (>2<3) (3-4)
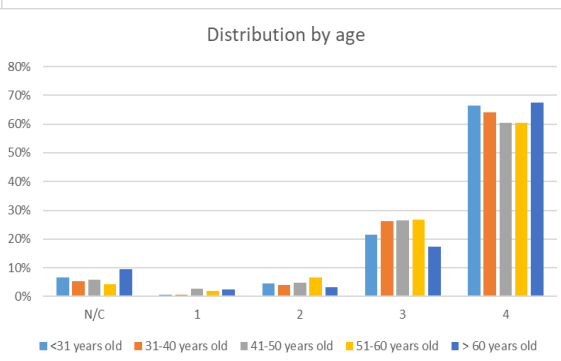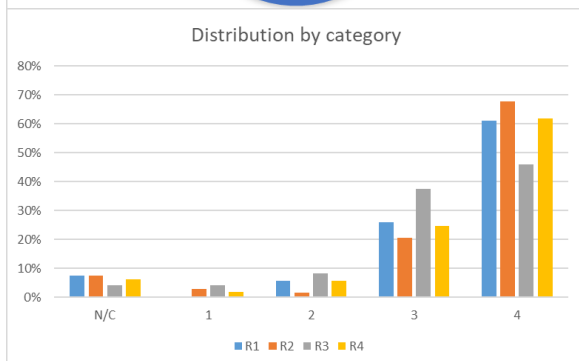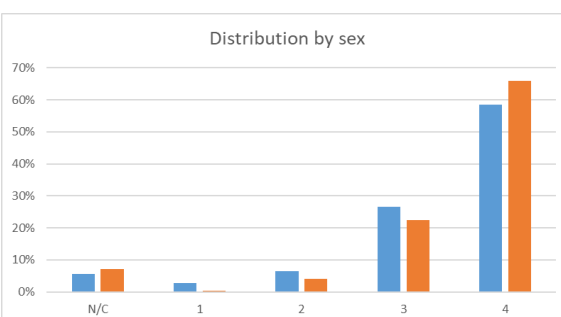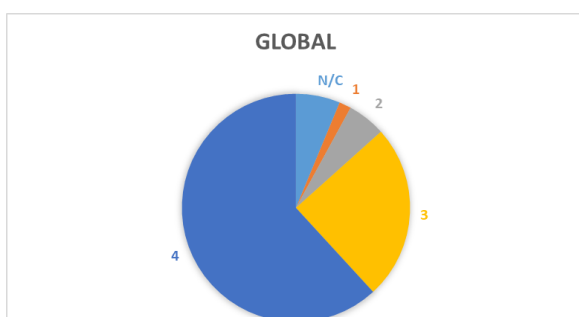
6.Research Integrity. Researchers funded by public funds adhere to principles of competition, transparency, and efficiency in management.

Average rating: 3,79   (1-2) (>2<3) (3-4)
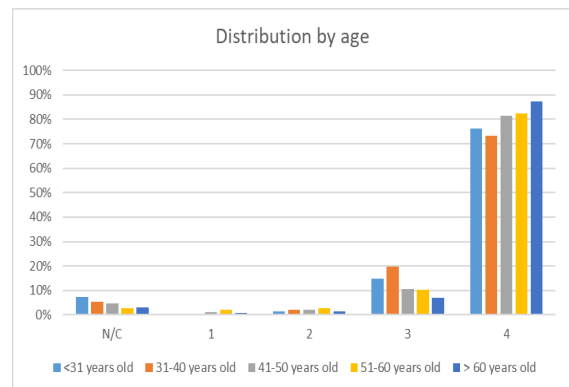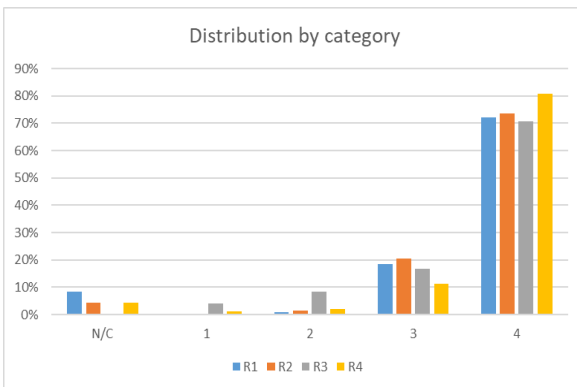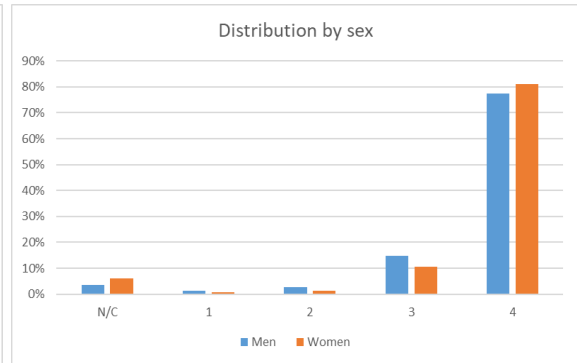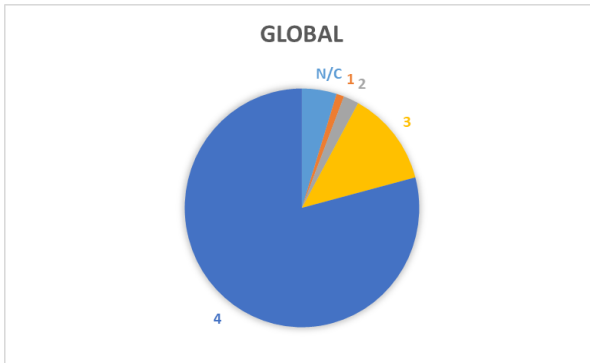
7.Good Research Practices. Researchers adopt safe working methods to safeguard health and safety.

Average rating: 3,67   (1-2) (>2<3) (3-4)
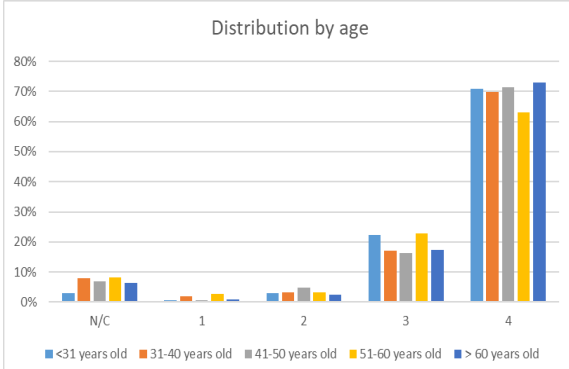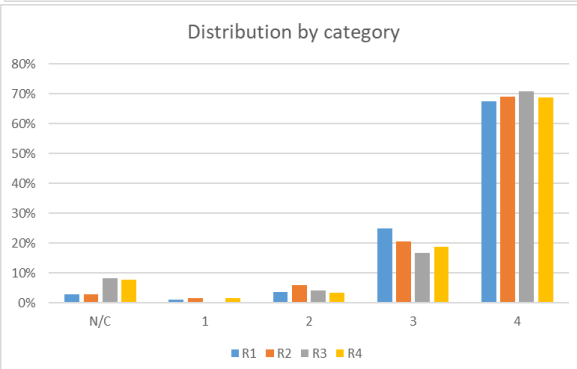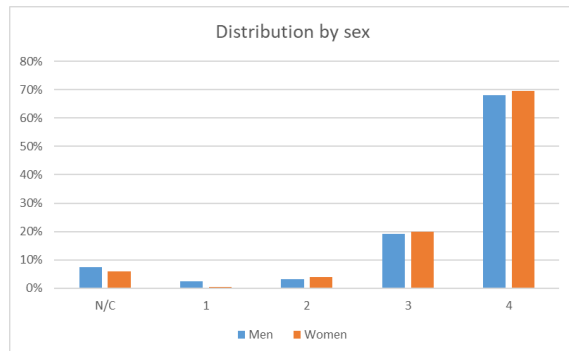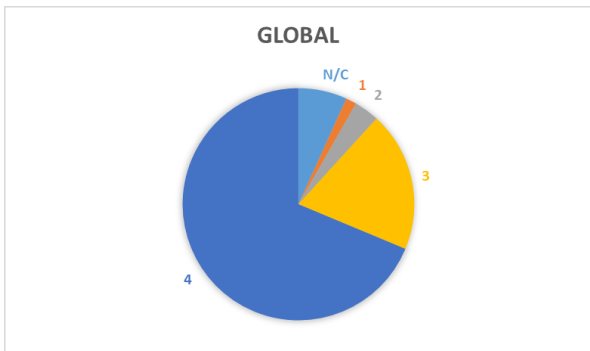
8.Diversity. UNIZAR encourages diversity in research and does not discriminate against researchers based on gender, age, ethnicity, nationality, religion, political opinion, etc.

Average rating: 3,76   (1-2) (>2<3) (3-4)
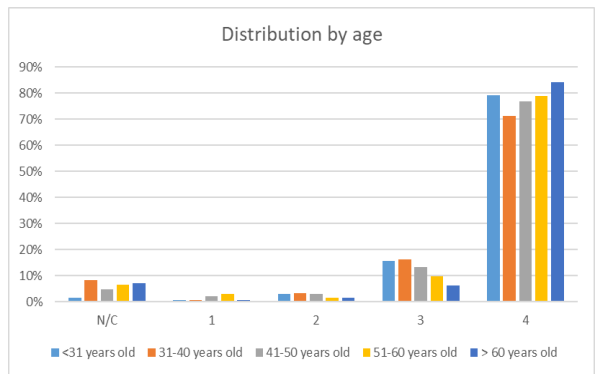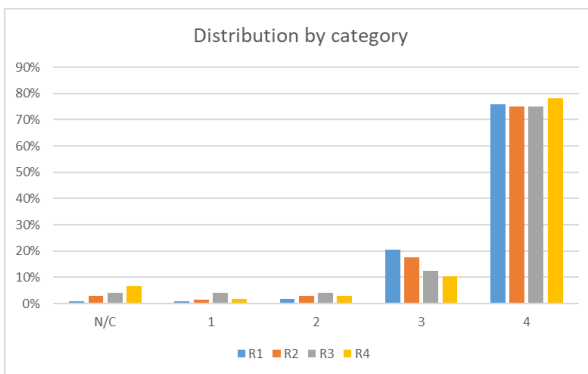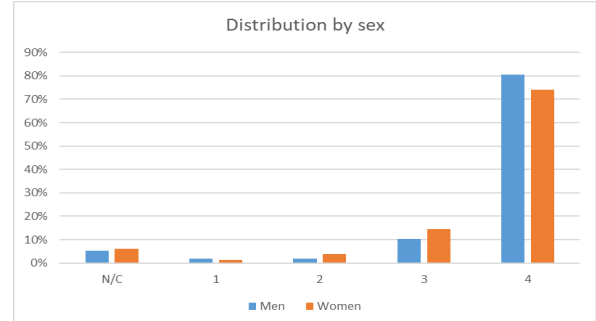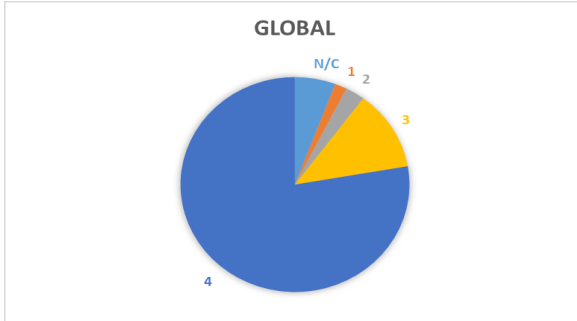
9.Sustainability. UNIZAR has a culture supporting sustainability, including in research.

Average rating: 3,36   (1-2) (>2<3) (3-4)
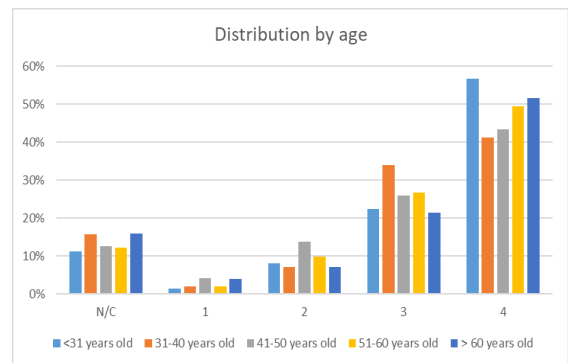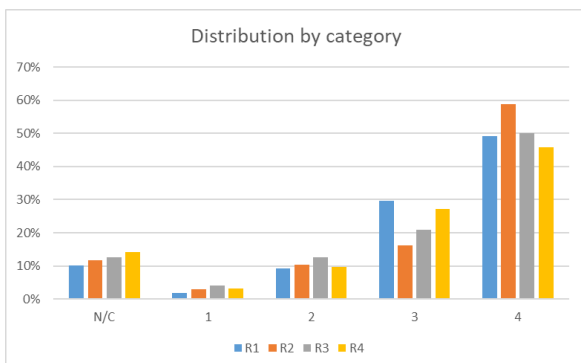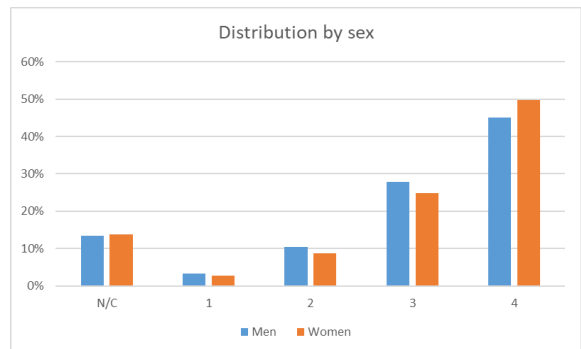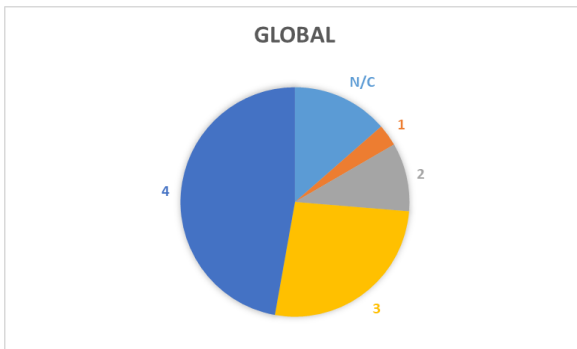
10.Gender Equality. UNIZAR has a Gender Equality Plan and promotes gender equality in research.

Average rating: 3,67   (1-2) (>2<3) (3-4)
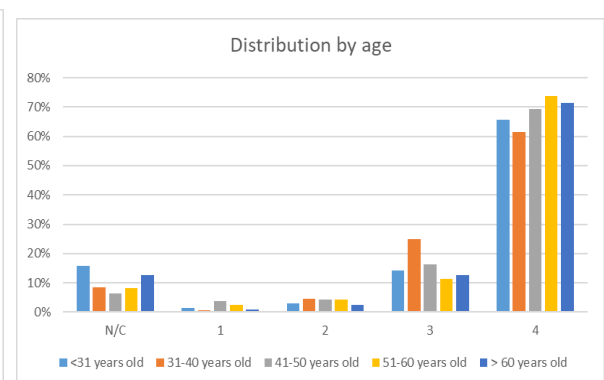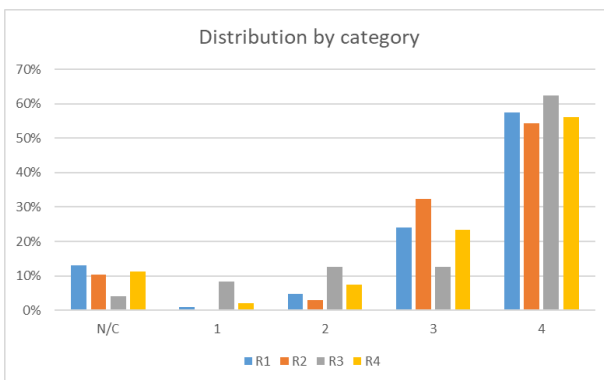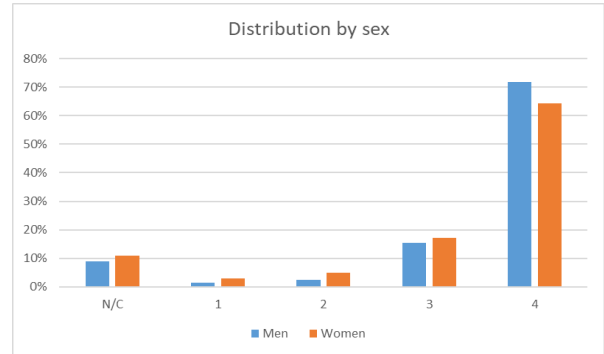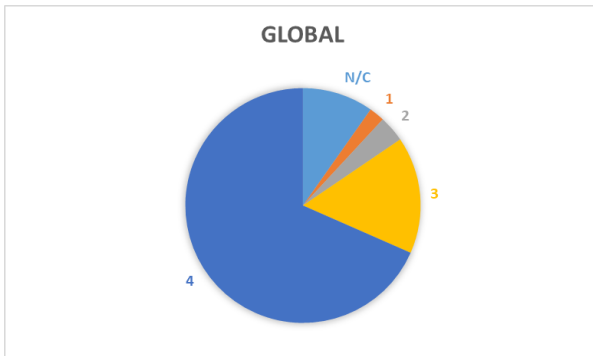
11.Open Science. UNIZAR promotes Open Science and has specific policies for its development.

Average rating: 3,51   (1-2) (>2<3) (3-4)
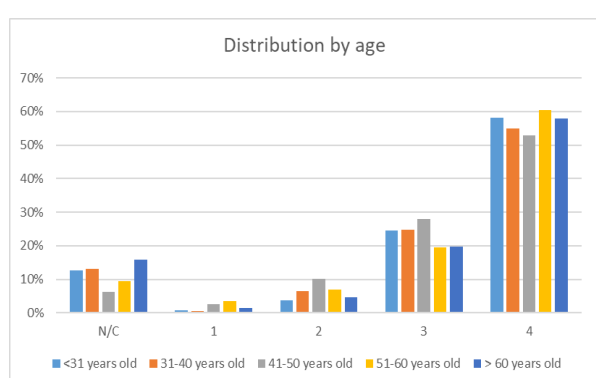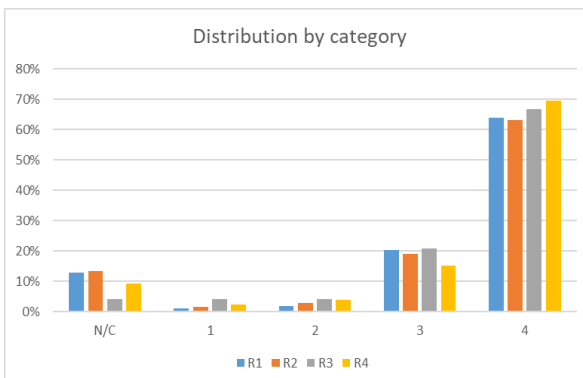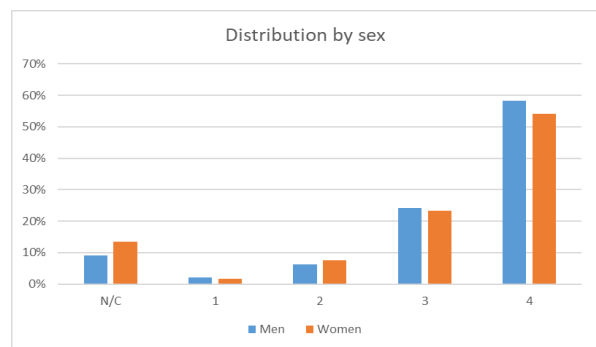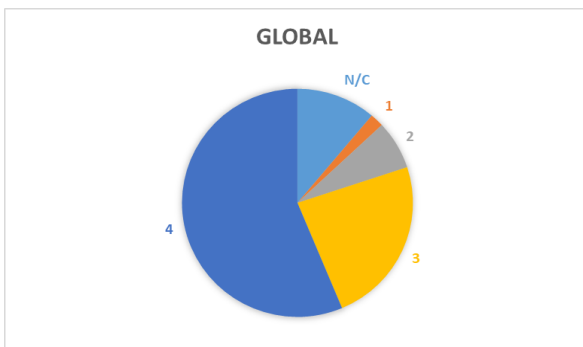
Research Evaluation, Hiring, and Progression

12.Hiring. UNIZAR has established open and transparent hiring procedures based on the merits of the candidates.

Average rating: 3,51   (1-2) (>2<3) (3-4)
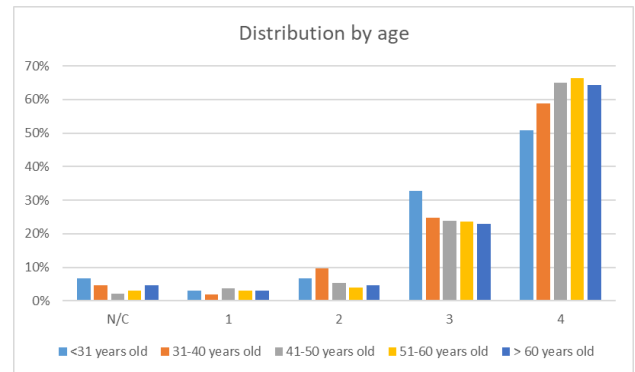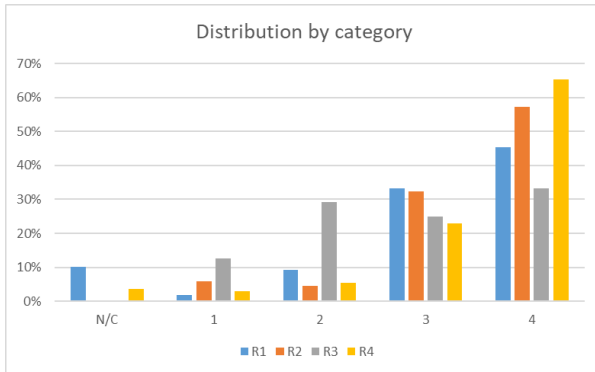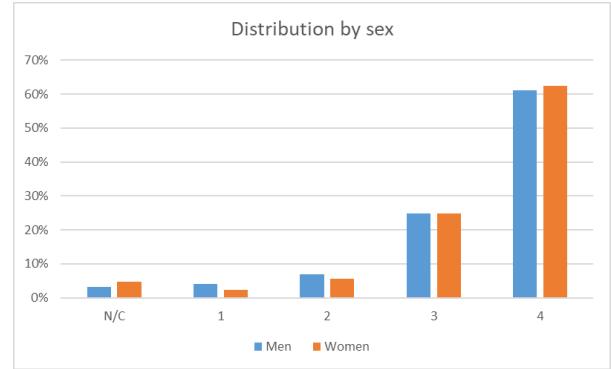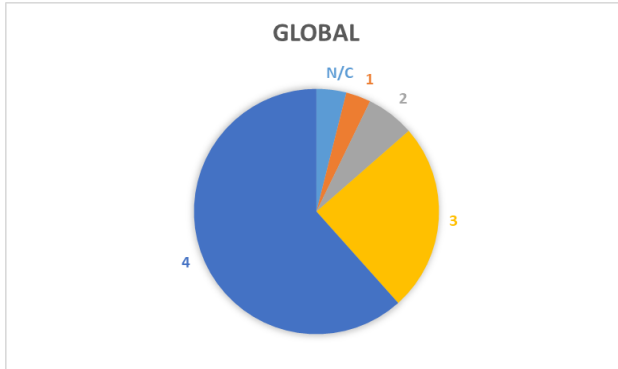
GLOBAL

Distribution by sex

Distribution by category

Distribution by age

13.Selection. UNIZAR involves specialists from diverse areas of expertise and competence in candidate selection committees.

Average rating: 3,38
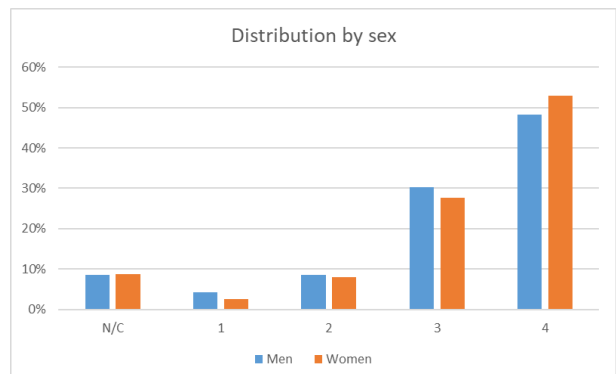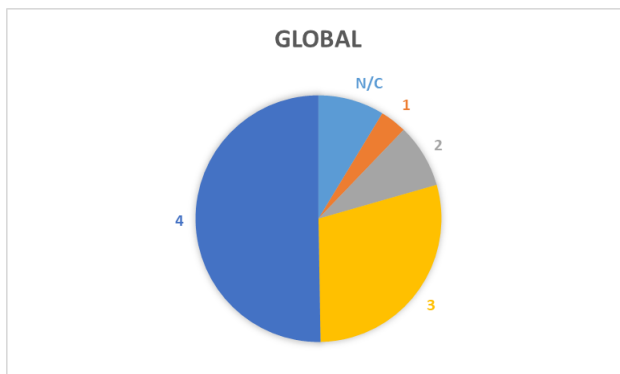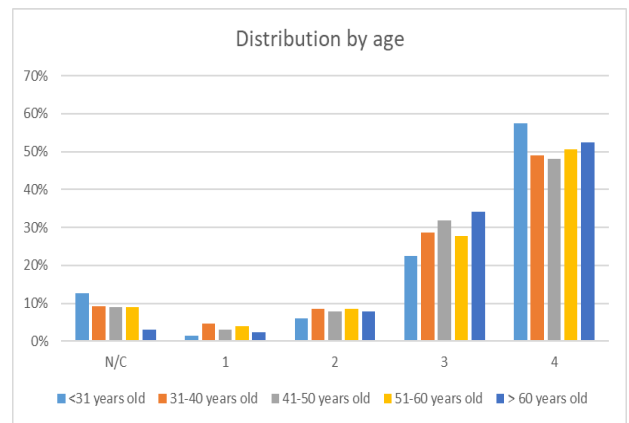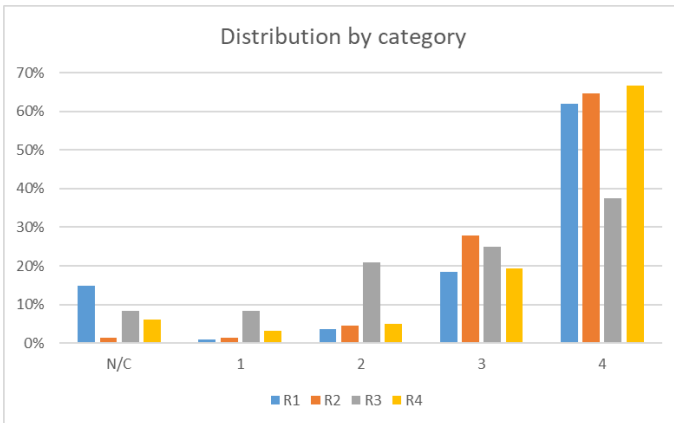
GLOBAL

Distribution by sex

14.Transparency. Candidates are informed before the selection about the process and selection criteria.

Average rating: 3,58   (1-2) (>2<3) (3-4)
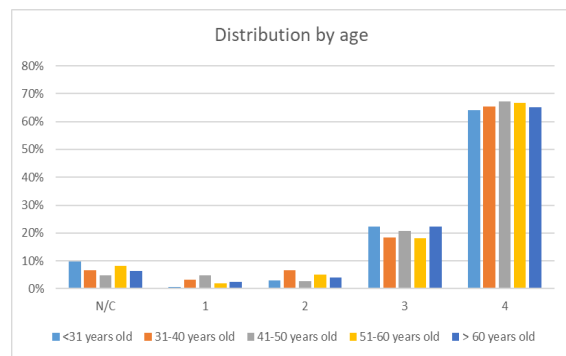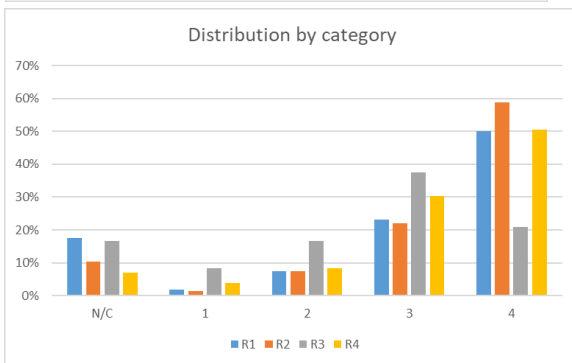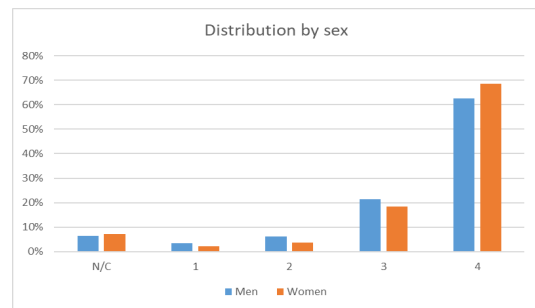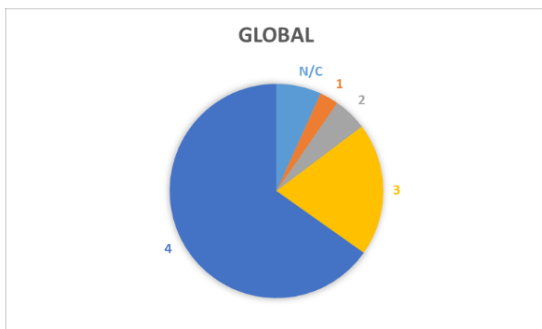
15.Merit Assessment. Various merits such as scientific production, teaching, transfer, management, and dissemination are qualitatively evaluated during the selection process.

Average rating: 3,56   (1-2) (>2<3) (3-4)
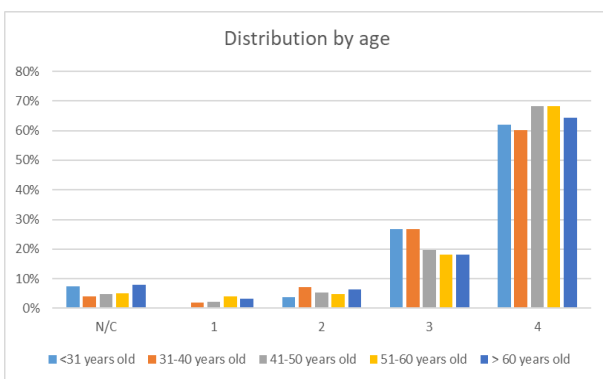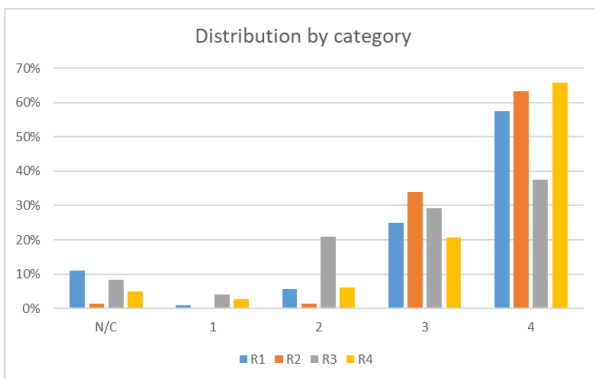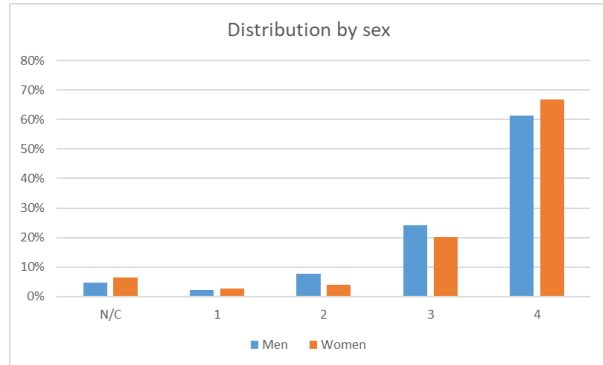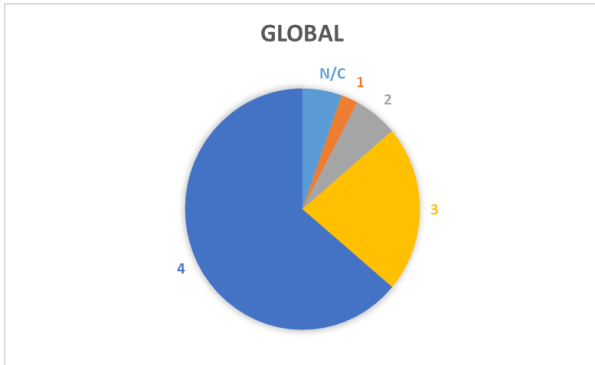
16.Merit Assessment. UNIZAR uses evaluation criteria adapted to the different research areas and types of hiring.

Average rating: 3,55   (1-2) (>2<3) (3-4)
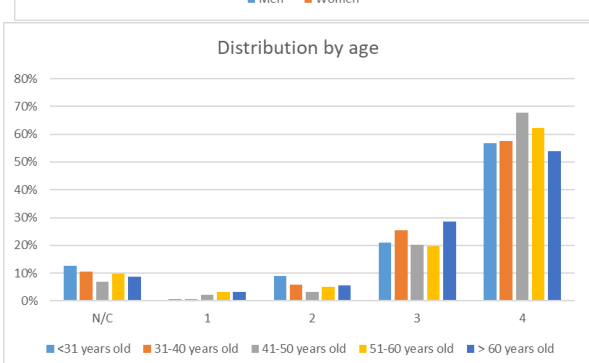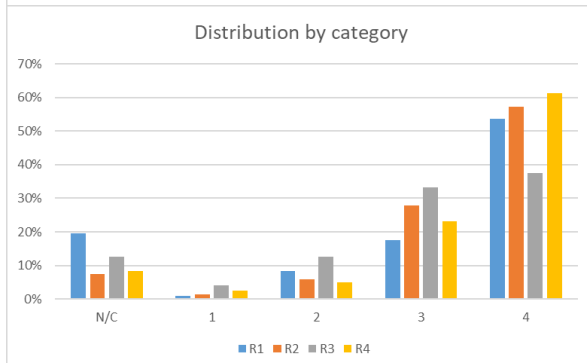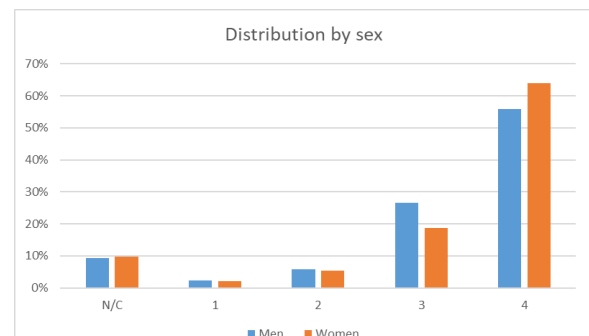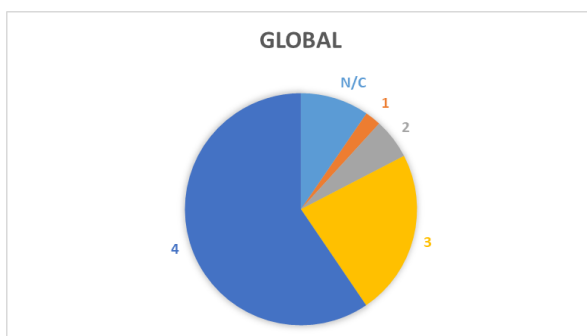
17.CV Chronology Variations. Interruptions in the researcher's professional career are considered part of professional evolution without penalization in the selection process

Average rating: 3,18   (1-2) (>2<3) (3-4)
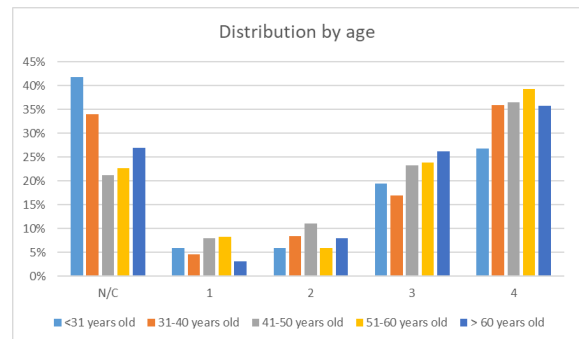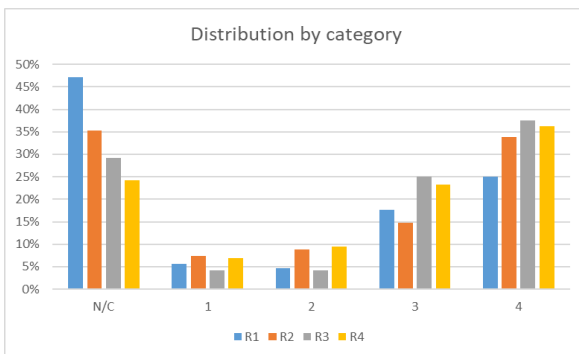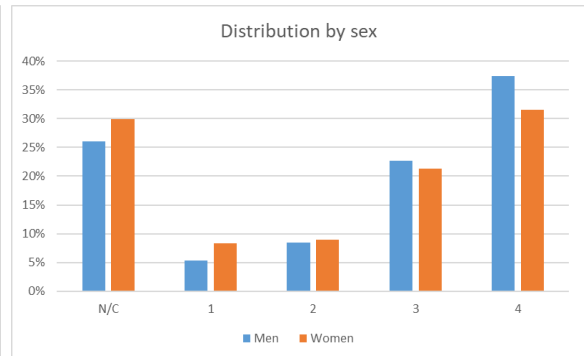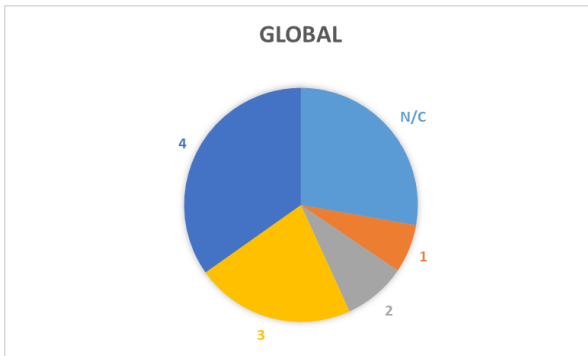
18.Mobility Recognition. UNIZAR considers mobility (geographical, interdisciplinary, or intersectoral) a valuable contribution to professional development.

Average rating: 3,29   (1-2) (>2<3) (3-4)
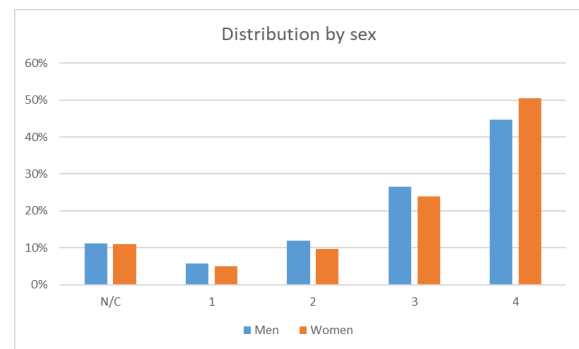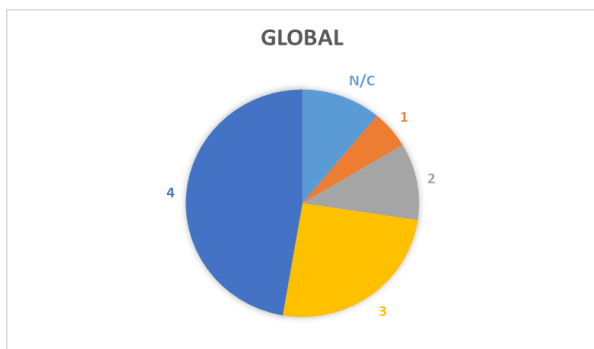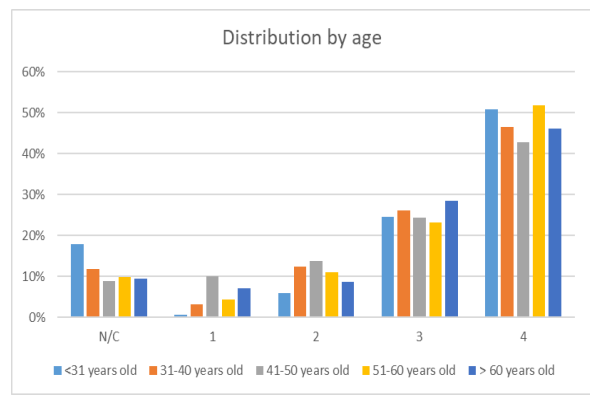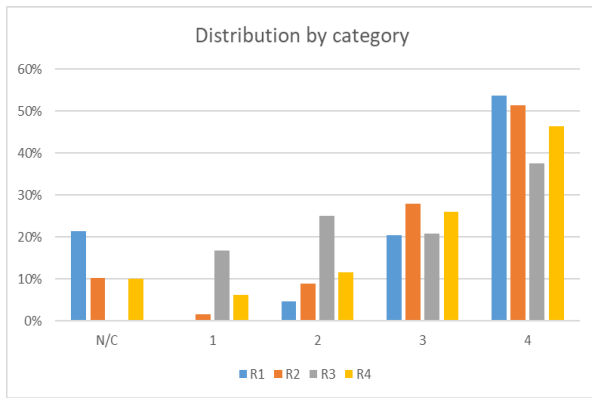
Distribution by category

Distribution by age

19.Qualifications Recognition. UNIZAR appropriately values and evaluates the academic and professional qualifications of researchers.

Average rating: 3,4   (1-2) (>2<3) (3-4)
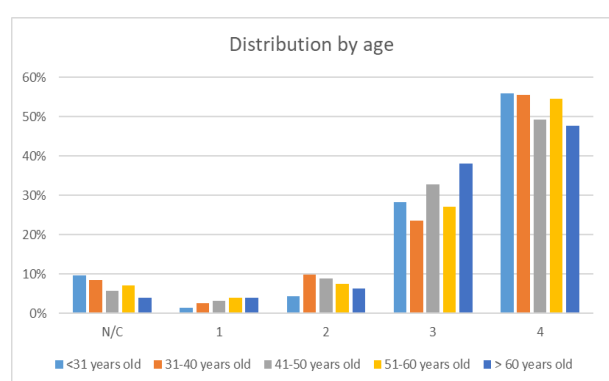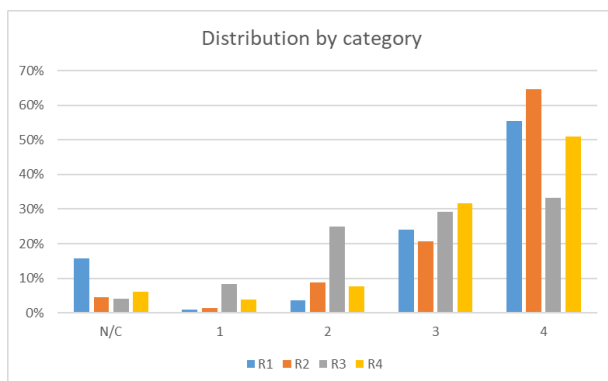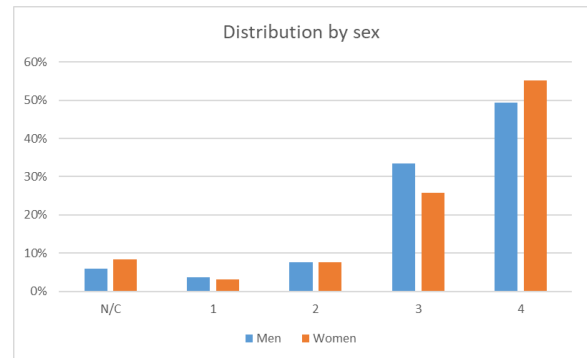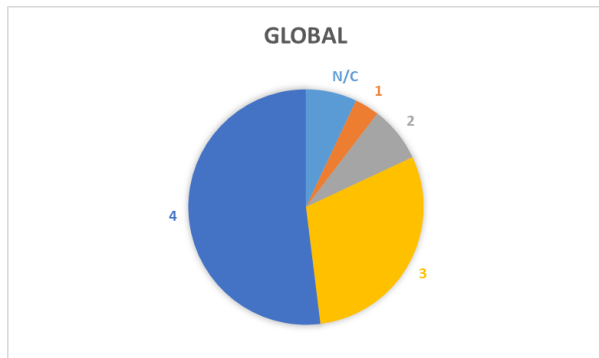
GLOBAL

Distribution by sex

Distribution by category

Distribution by age

20.Professional Career. UNIZAR recognizes the development of the researcher's professional career.
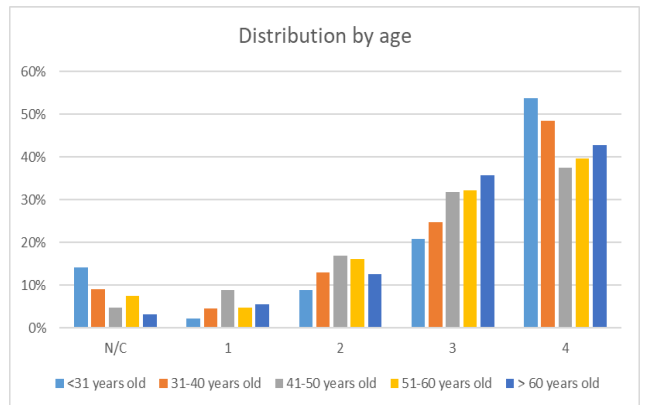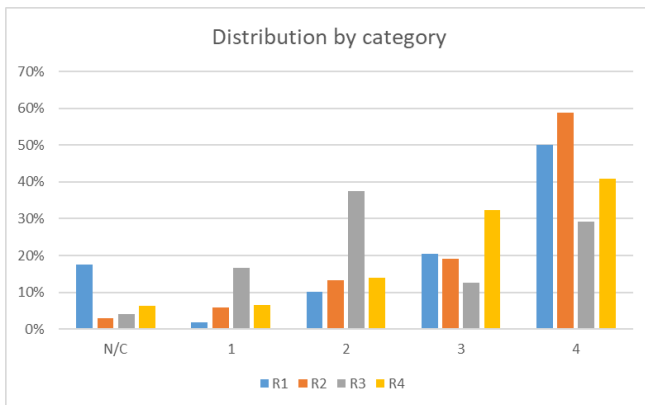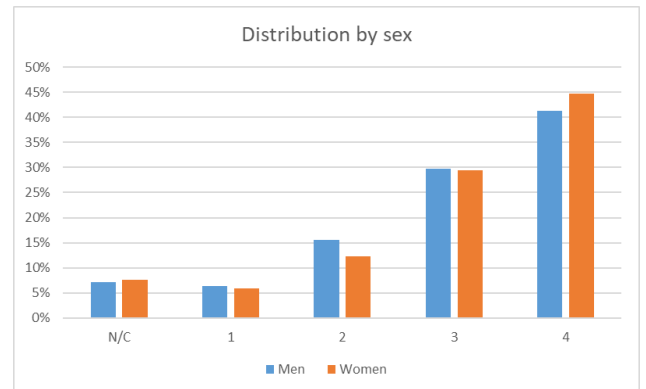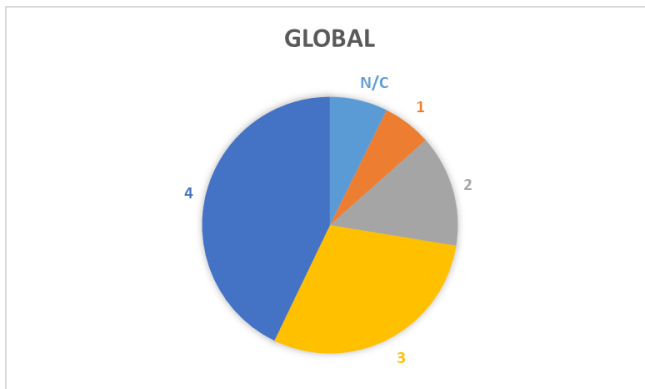
Average rating: 3,18

21.Co-authorship. UNIZAR ensures that researchers of all levels have their rights recognized in co-authorship of research results.

Average rating: 3,45   (1-2) (>2<3) (3-4)
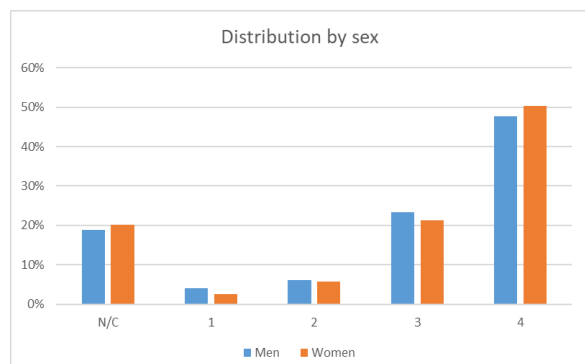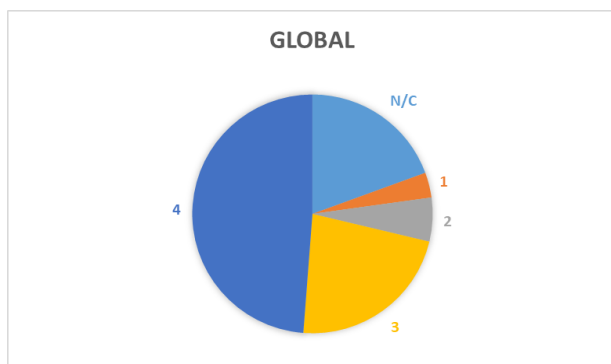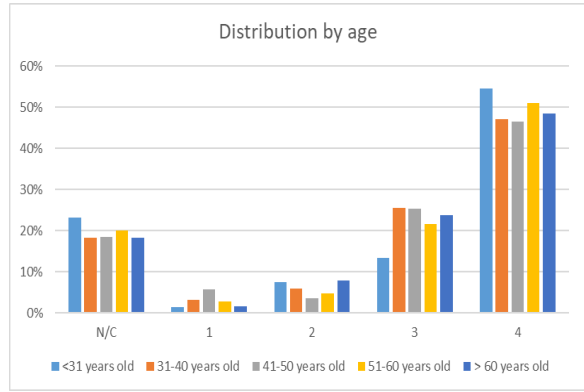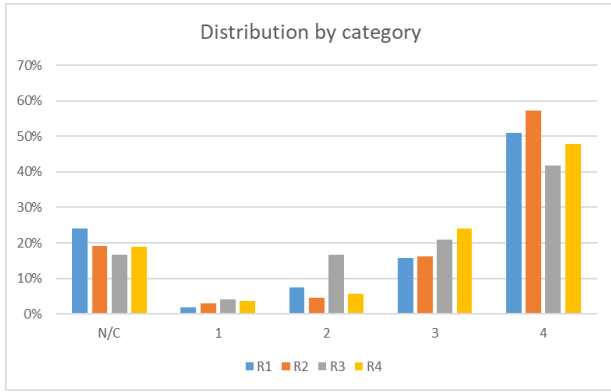
Distribution by category

Distribution by age

Conditions and Work Practices

22.Professional Recognition. UNIZAR recognizes all levels involved in the research career (from postgraduate).

Average rating: 3,48   (1-2) (>2<3) (3-4)
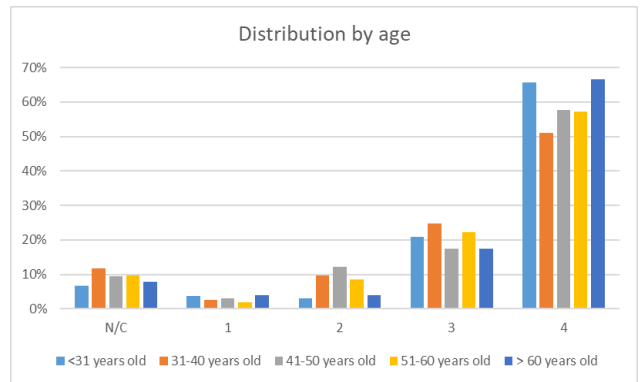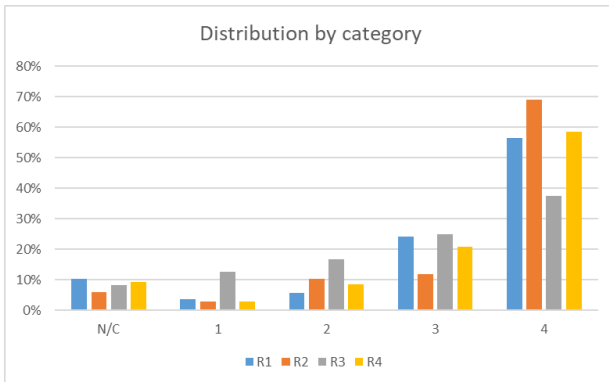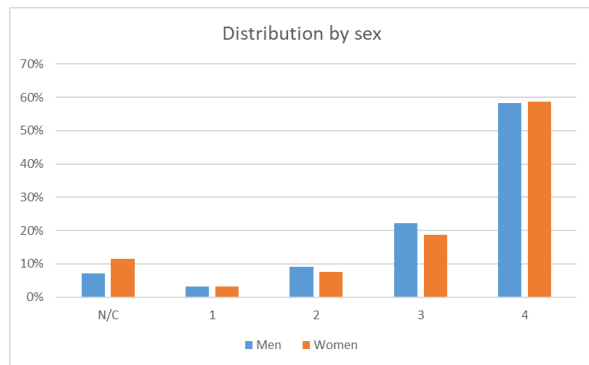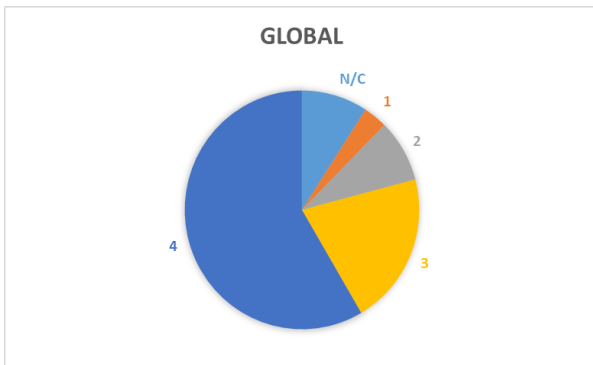
GLOBAL

Distribution by sex

Distribution by category

Distribution by age

23.Research Working Environment. UNIZAR fosters research and learning with resources and opportunities.

Average rating: 3,06
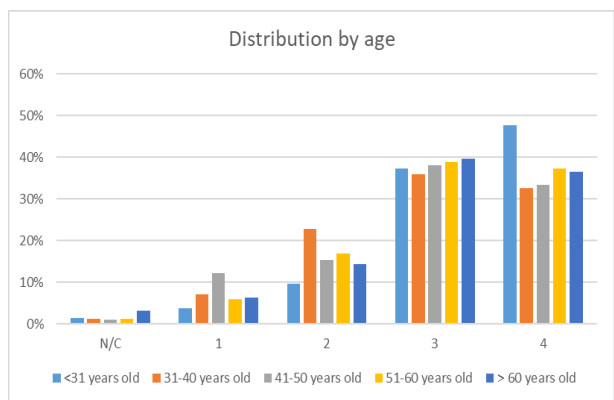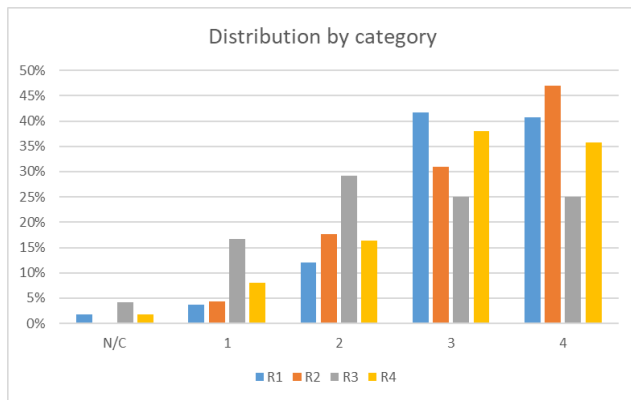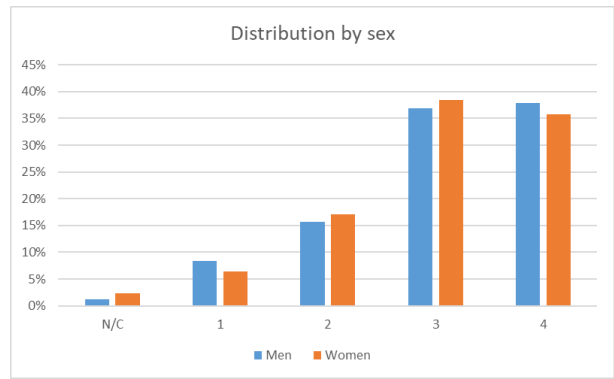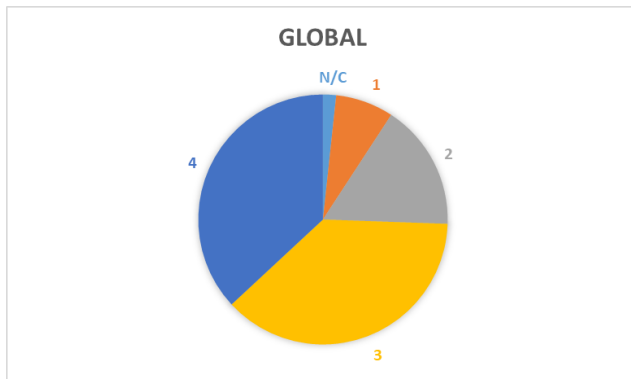
24.Working Conditions. UNIZAR offers flexibility to researchers to balance professional and family life to ensure scientific success.

Average rating: 3,18   (1-2) (>2<3) (3-4)

25.Working Conditions. UNIZAR provides disability support to ensure scientific success.

Average rating: 3,45   (1-2) (>2<3) (3-4)

GLOBAL

Distribution by sex

Distribution by category

Distribution by age
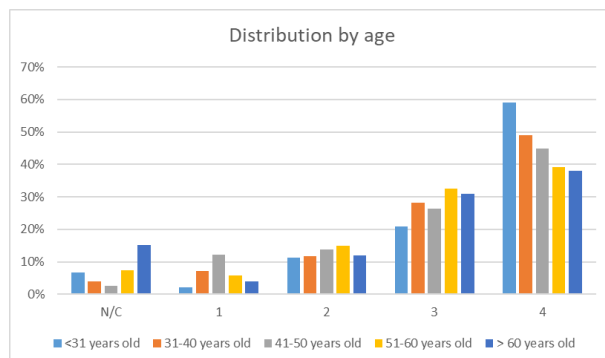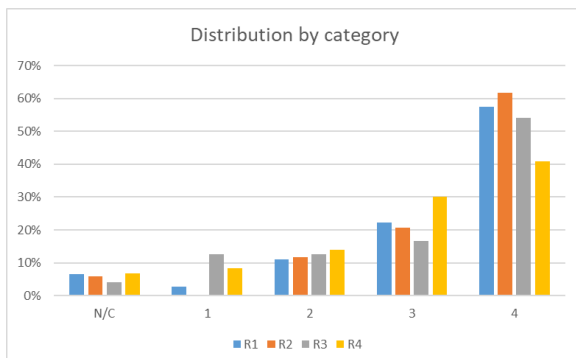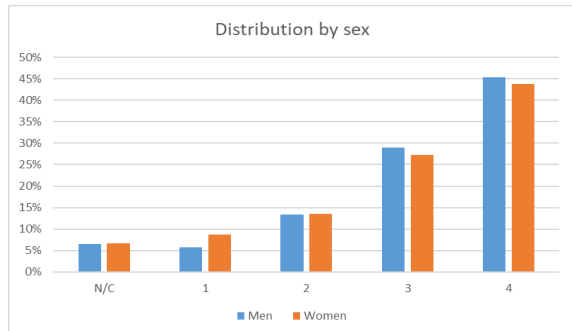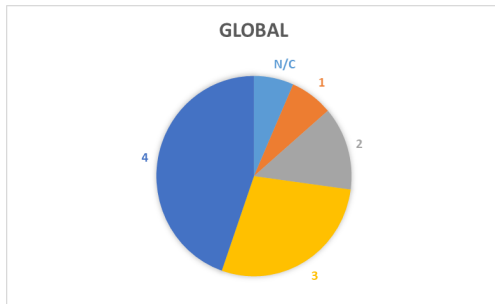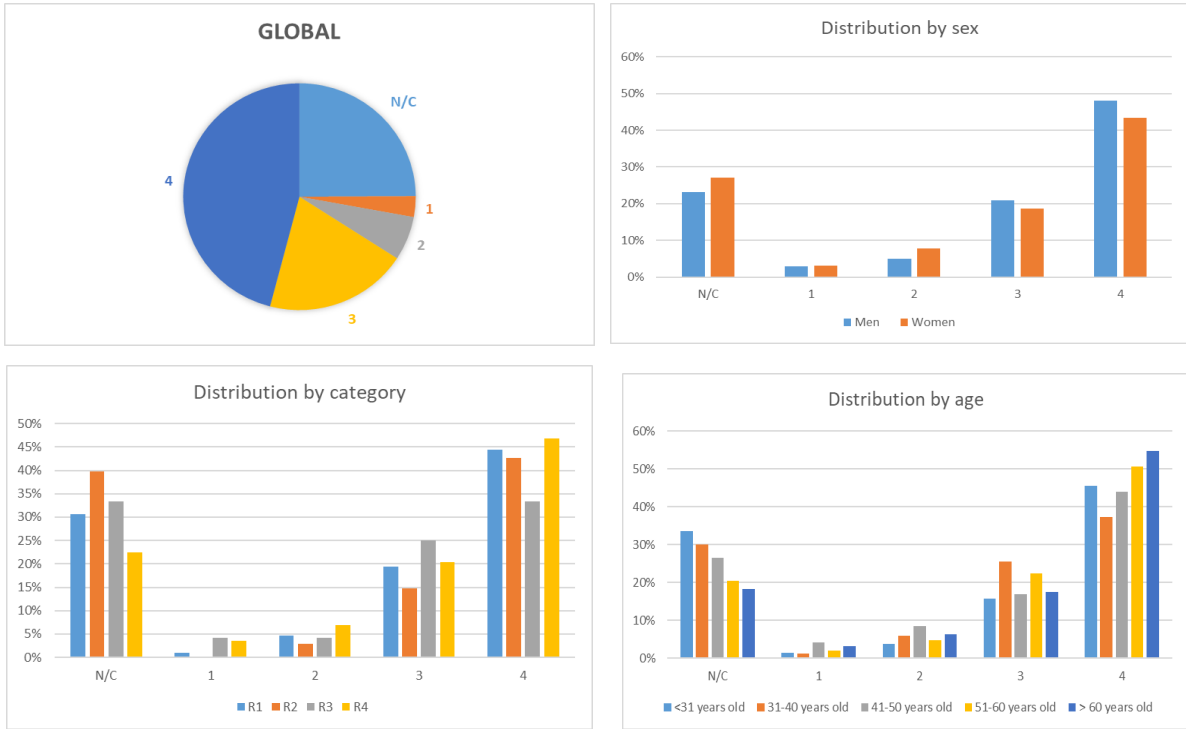
26.Employment Stability. UNIZAR strives to improve researchers' job stability.

Average rating: 2,83   (1-2) (>2<3) (3-4)
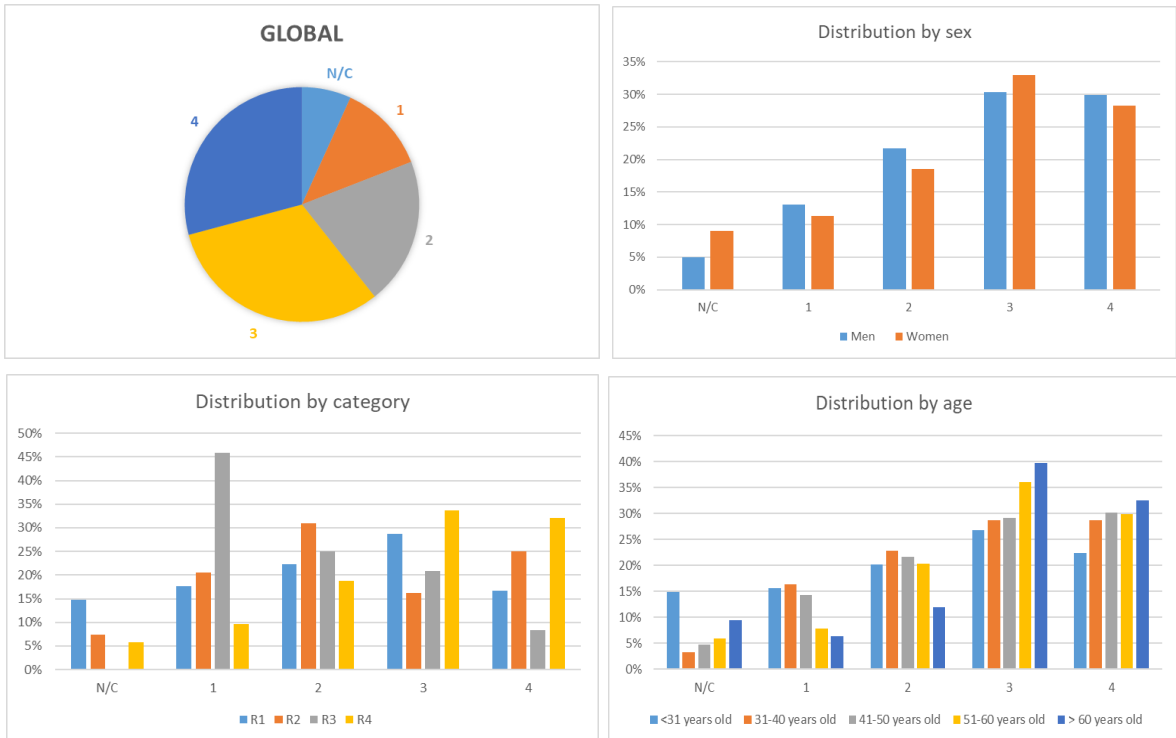
GLOBAL

Distribution by sex

Distribution by category

Distribution by age

27.Funding and Salaries. UNIZAR ensures researchers enjoy appropriate economic conditions and social coverage.

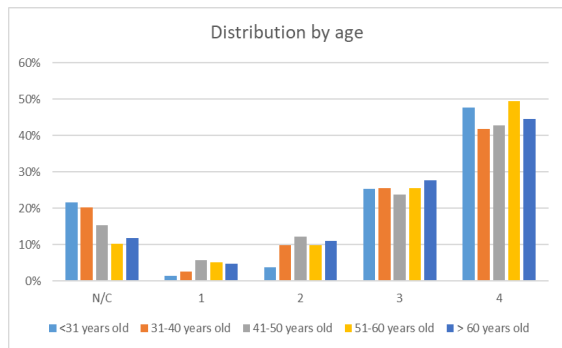Average rating: <mark>2,84</mark>   <mark style="background:red">(1-2)</mark> <mark>(>2<3)</mark> <mark style="background:lime">(3-4)</mark>
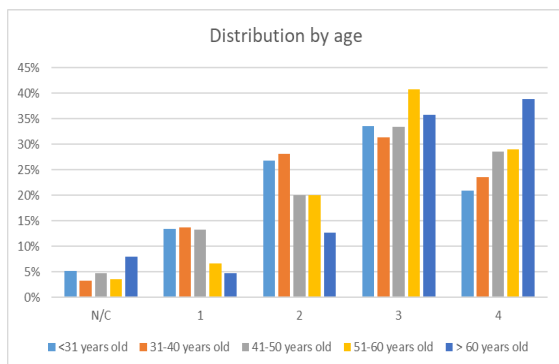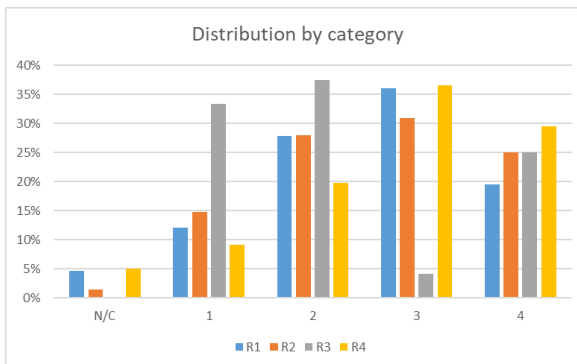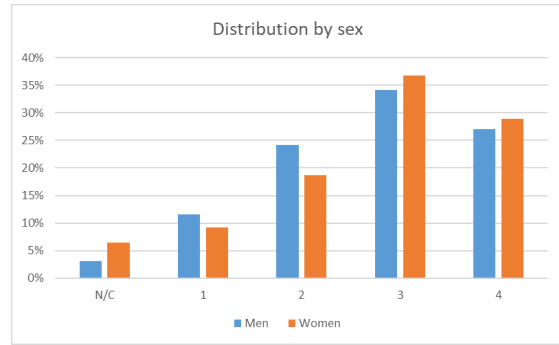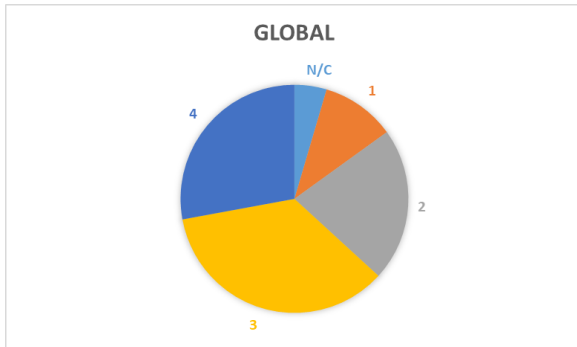
28.Postdoctoral Appointments. UNIZAR has clear rules on hiring postdoctoral researchers with the aim of gaining experience for career development.

Average rating: <mark style="background:lime">3,11</mark>   <mark style="background:red">(1-2)</mark> <mark>(>2<3)</mark> <mark style="background:lime">(3-4)</mark>
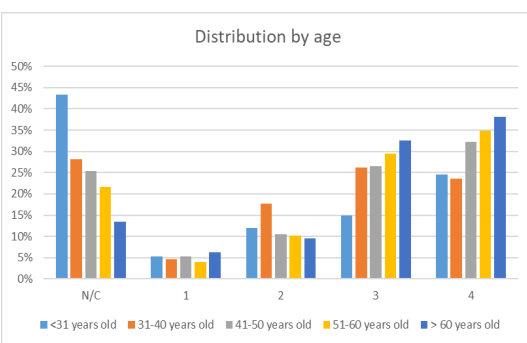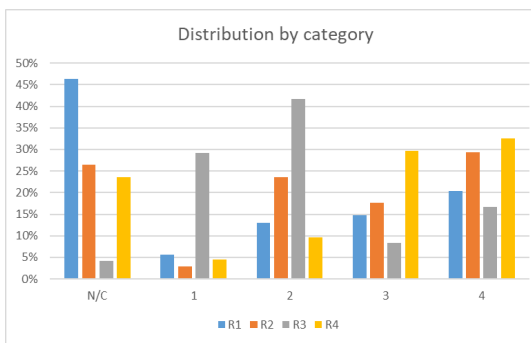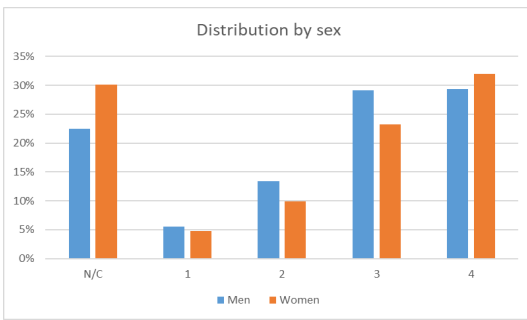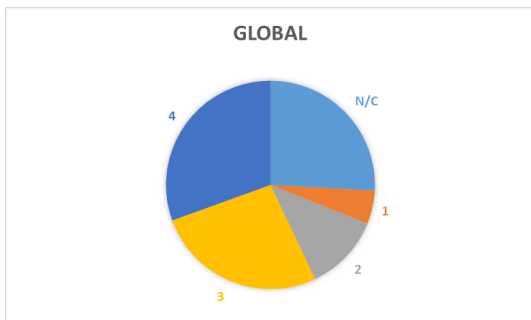
29.Access to Career Guidance. UNIZAR offers career guidance to researchers at different stages.

Average rating: 2,75   (1-2) (>2<3) (3-4)
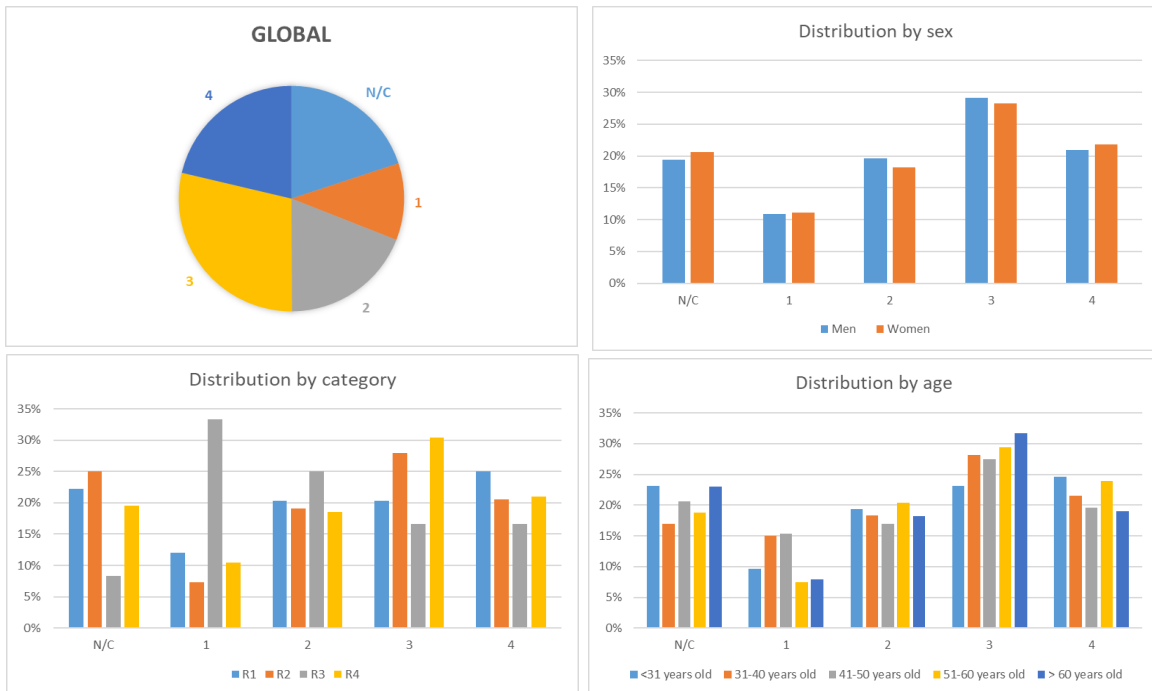
30.Dissemination and Exploitation of Results. Research results are disseminated and exploited through open access communications or commercialization.

Average rating: 3,35   (1-2) (>2<3) (3-4)
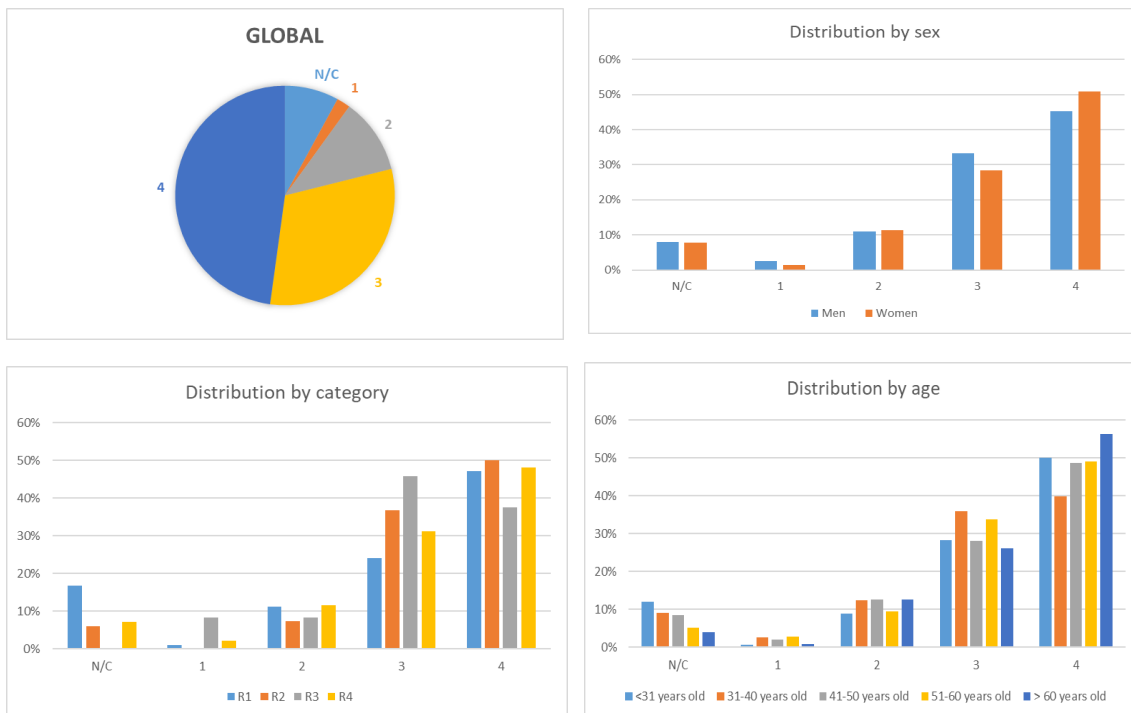
31.Intellectual Property Rights. UNIZAR ensures proper protection of intellectual property rights for R&D results

Average rating: 3,44   (1-2) (>2<3) (3-4)
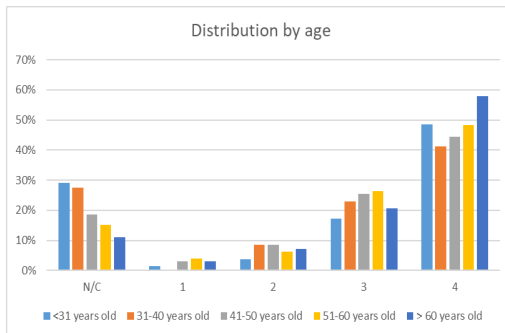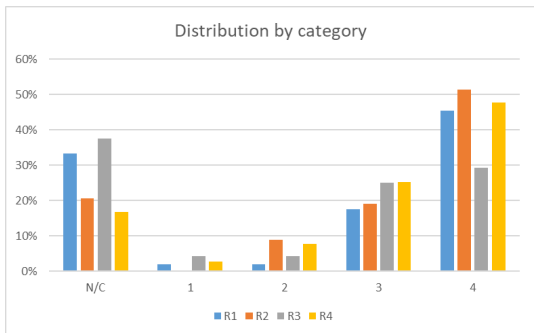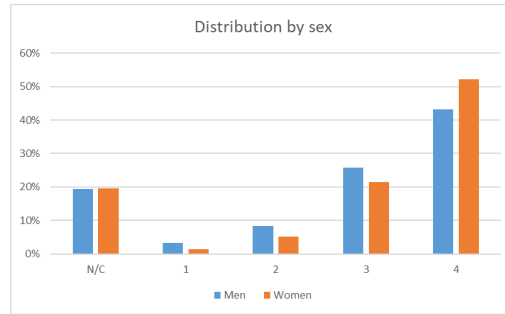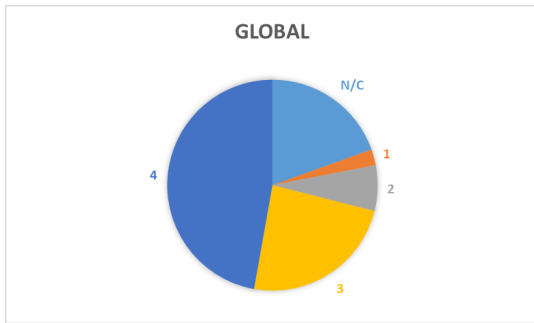
GLOBAL

Distribution by sex

Distribution by category

Distribution by age

32.Complaints. UNIZAR has established appropriate complaint channels (e.g., Ombudsperson) to assist all researchers in conflict resolution.

Average rating: 3,36   (1-2) (>2<3) (3-4)
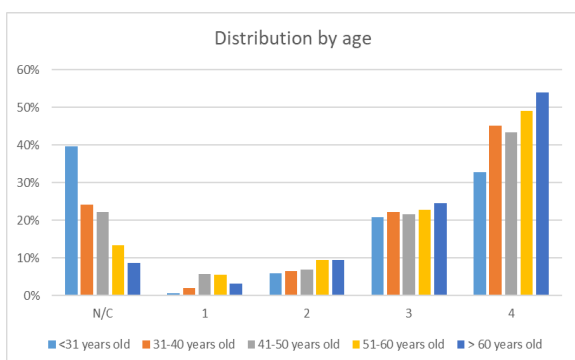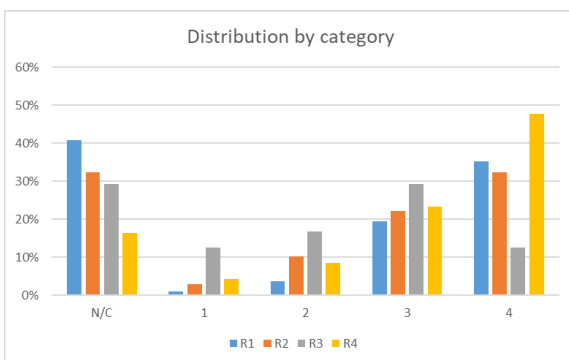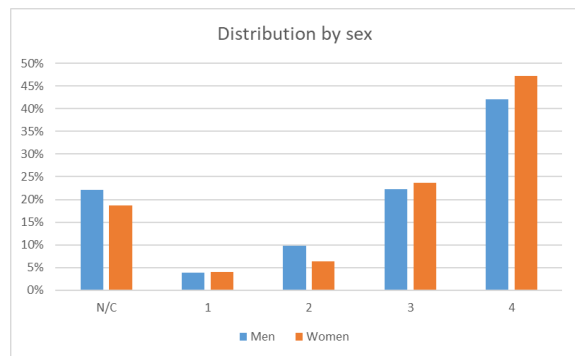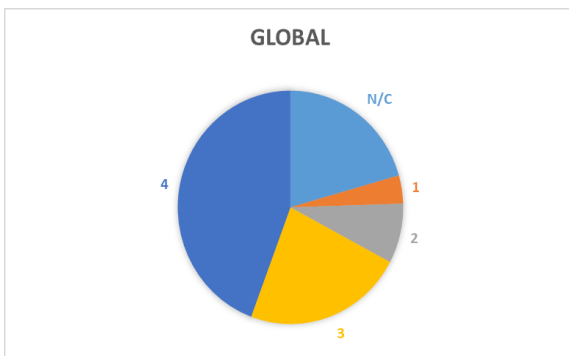
GLOBAL

Distribution by sex

Distribution by category

Distribution by age

33.Participation in Decision-Making Bodies. UNIZAR allows researchers to participate in the institution's information, consultation, and decision-making groups

Average rating: 3,3   (1-2) (>2<3) (3-4)
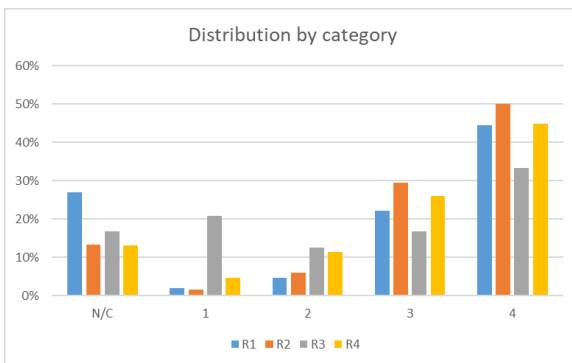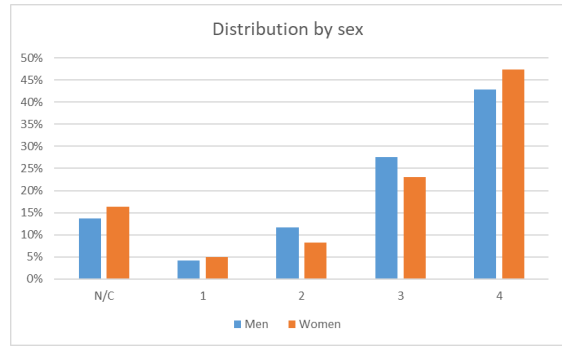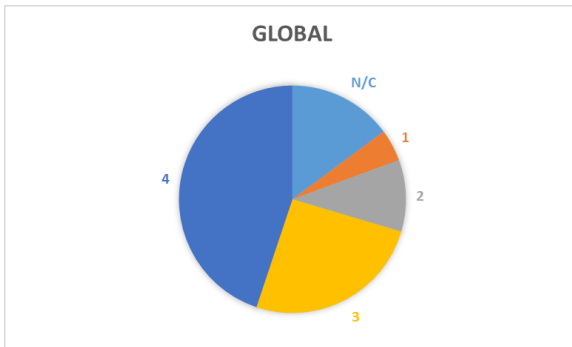
GLOBAL

Distribution by sex

Distribution by category

Distribution by age

34.Public Commitment. UNIZAR encourages research activities and results to be disseminated for society's knowledge.

Average rating: 3,45   (1-2) (>2<3) (3-4)
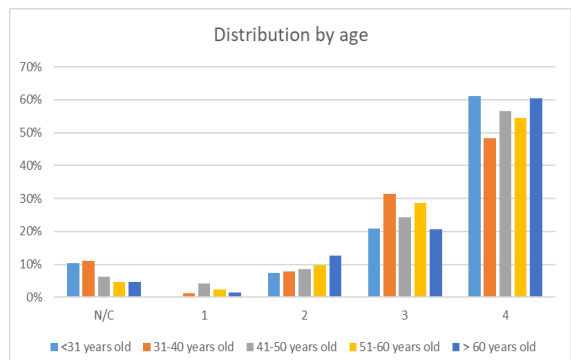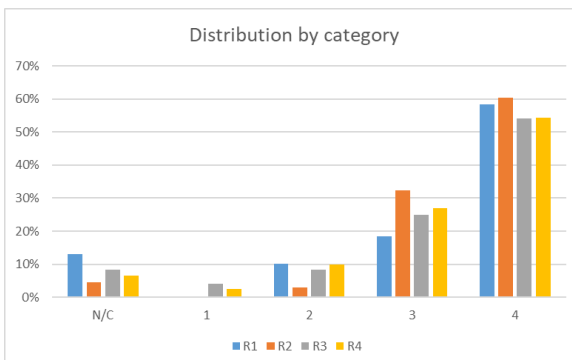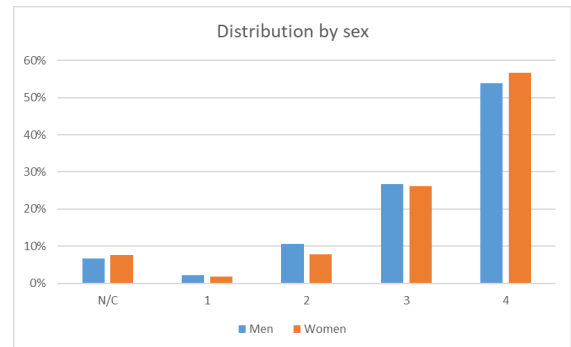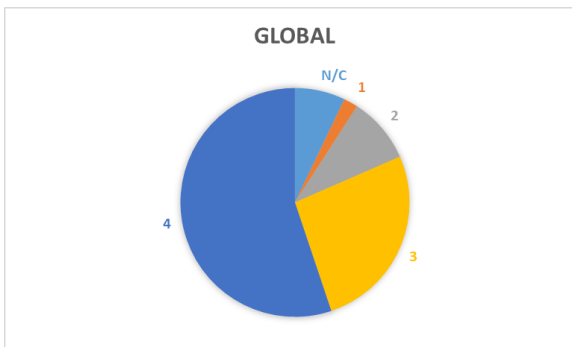
GLOBAL

Distribution by sex

Distribution by category

Distribution by age

Research Career and Talent Development

35.Diverse Research Career Assessment. UNIZAR takes into account the diversity in researchers' professional careers and promotes a culture of diversification for better professional development of young researchers.

Average rating: 3,04   (1-2) (>2<3) (3-4)
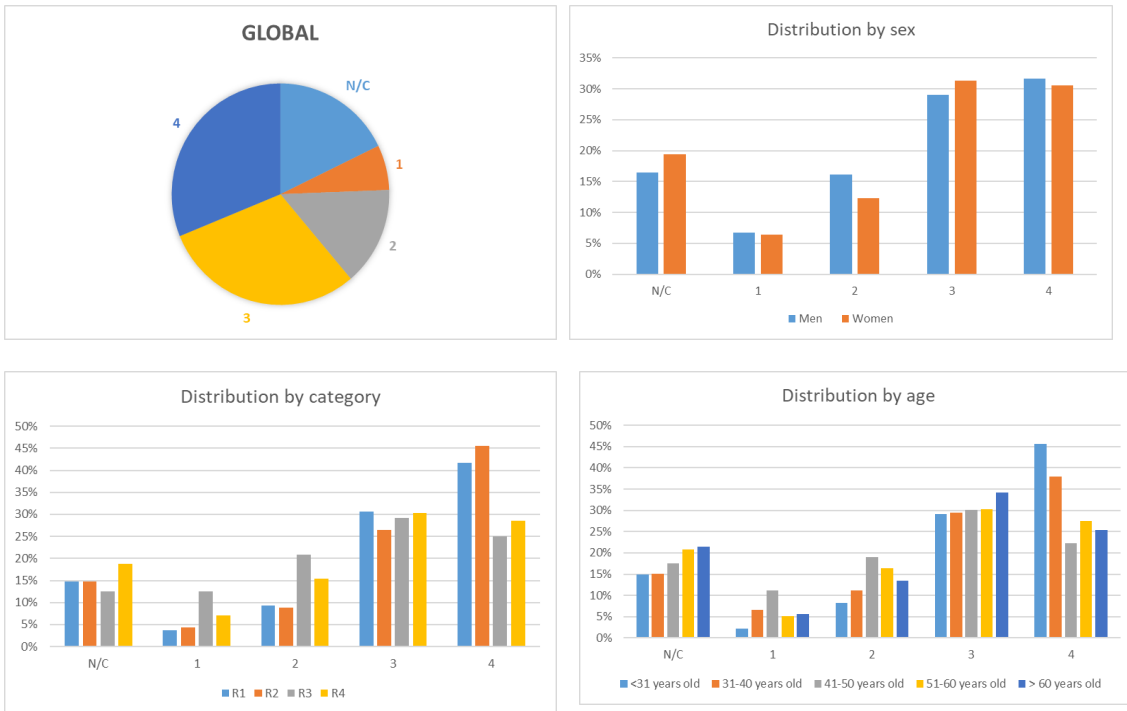
36.Professional Development. UNIZAR has a strategy to support the professional development of researchers

Average rating: 2,88   (1-2) (>2<3) (3-4)
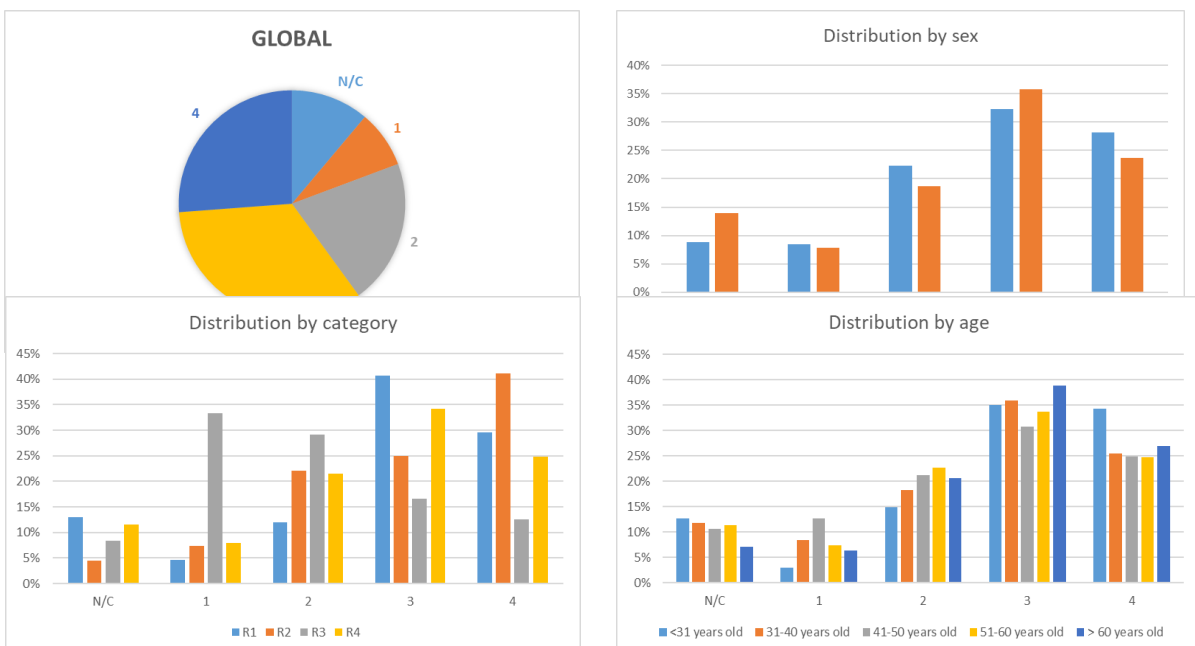
37.Teaching. UNIZAR values teaching as an asset within the researchers' professional career.

Average rating: 3,12   (1-2) (>2<3) (3-4)
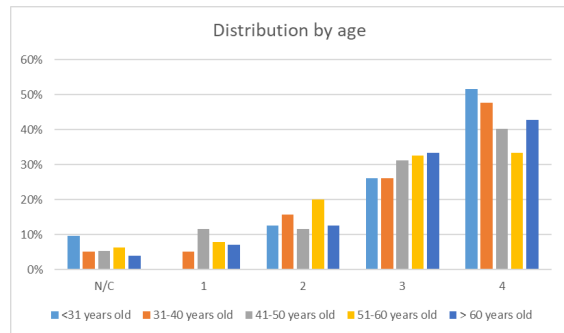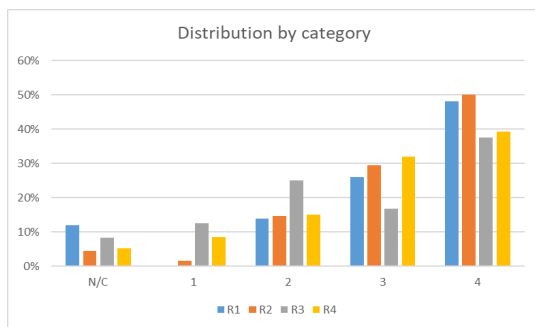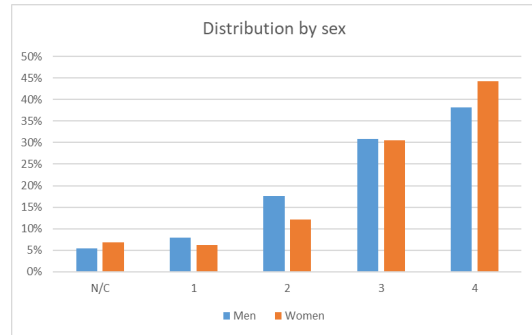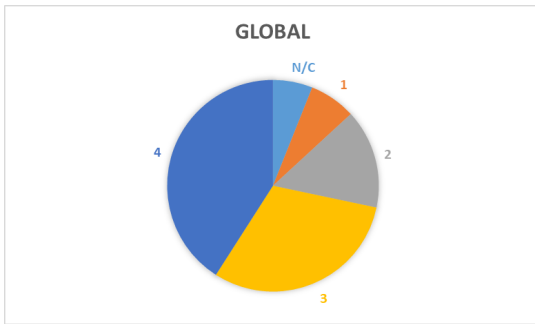
GLOBAL

Distribution by sex

Distribution by category

Distribution by age

38.Relationship with Supervisors. Predoctoral researchers maintain continuous and structured relationships, including regular meetings, with their thesis supervisors.
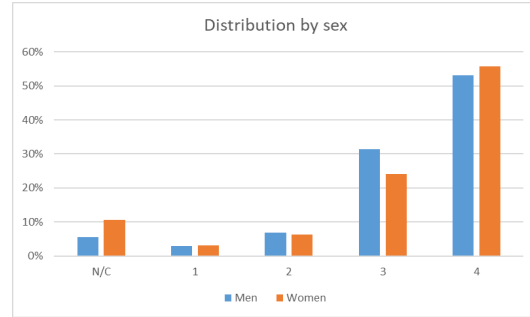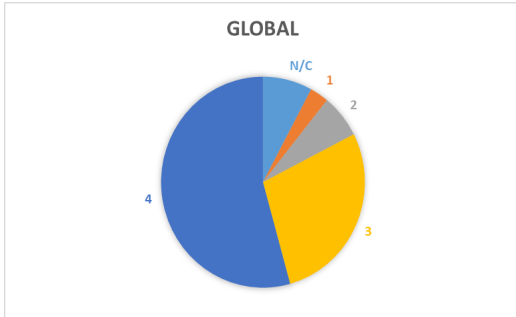
Average rating: 3,59   (1-2) (>2<3) (3-4)
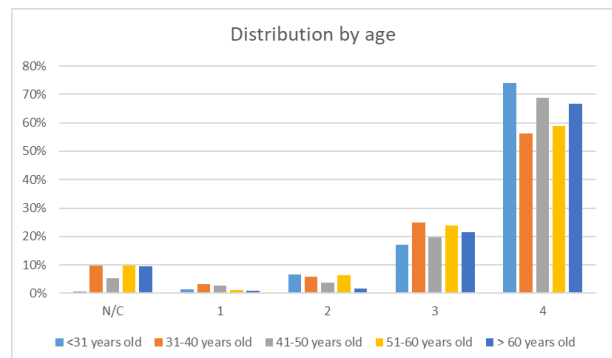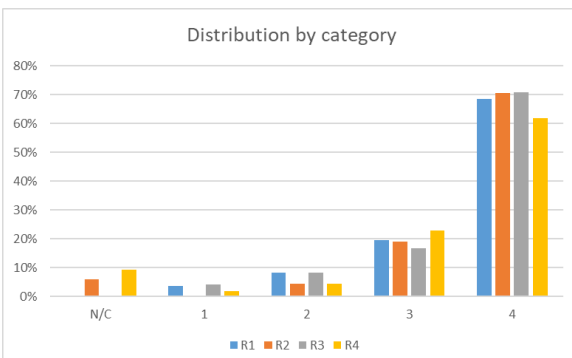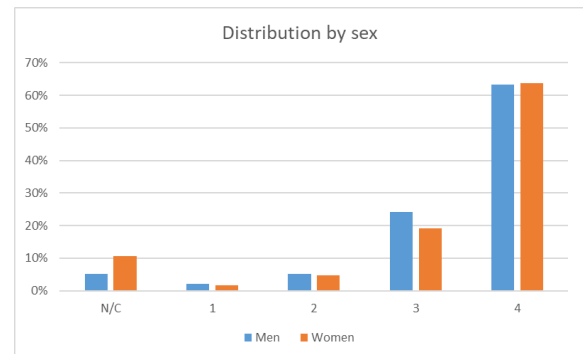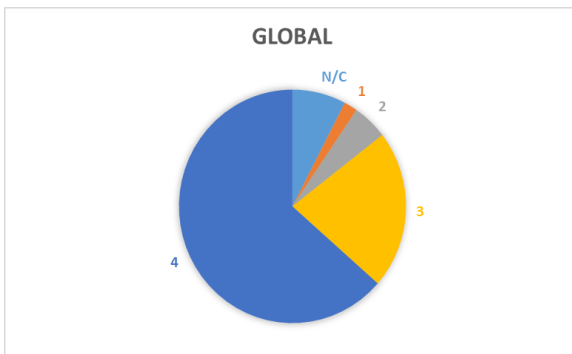
GLOBAL

Distribution by sex

Distribution by category

Distribution by age

39. Supervision and Management Tasks. Senior researchers facilitate knowledge transfer and the career development of novice researchers.
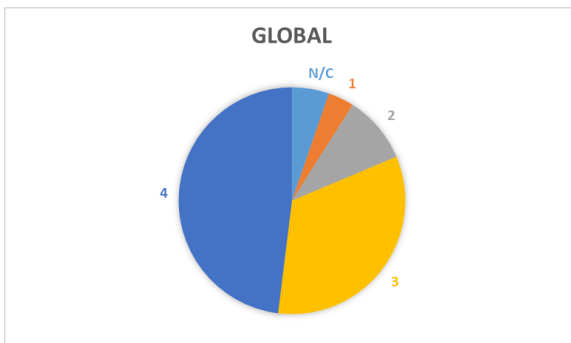
Average rating: 3,45   (1-2) (>2<3) (3-4)
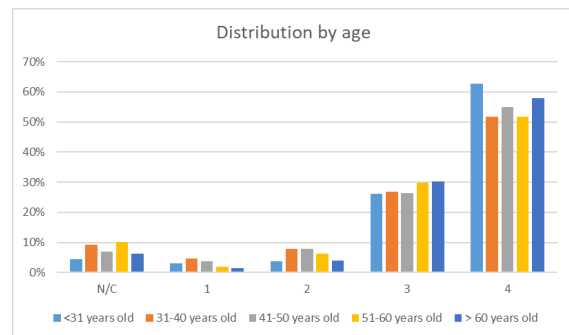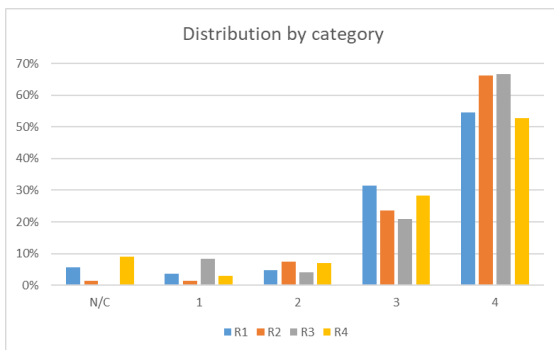
40. Continuous Professional Training.
Researchers at all levels have the opportunity for continuous training in aspects related to their work

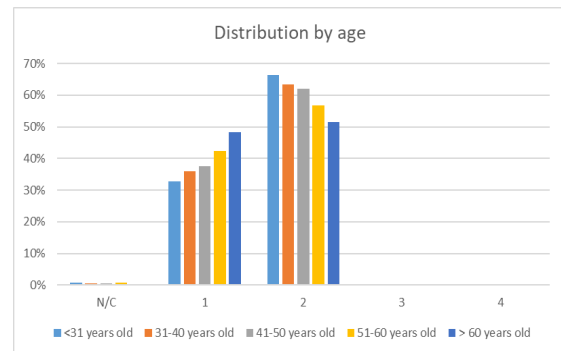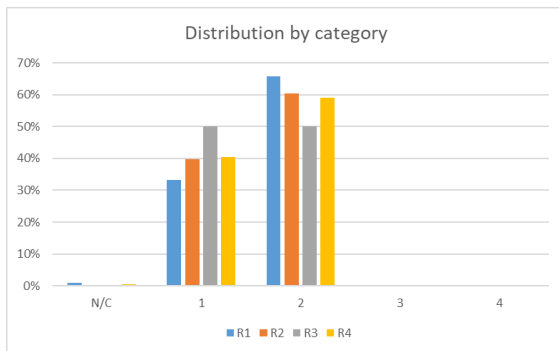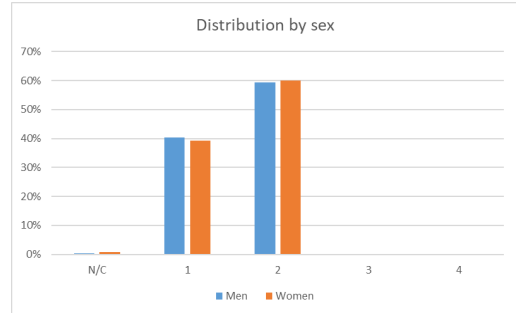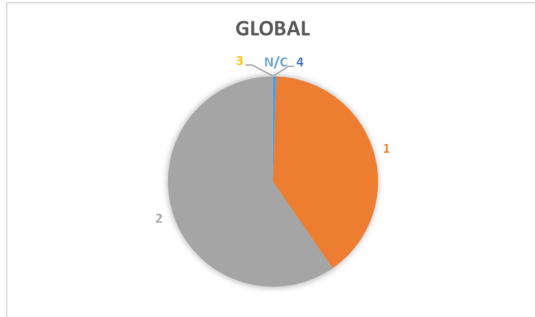Average rating: 3,33   (1-2) (>2<3) (3-4)
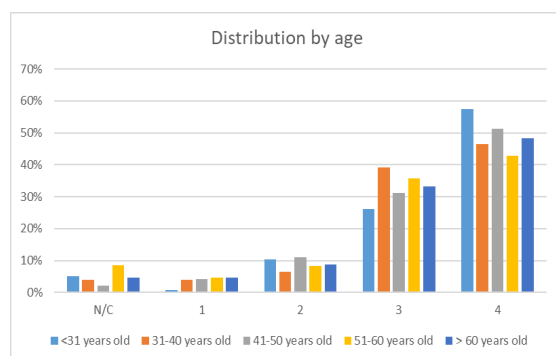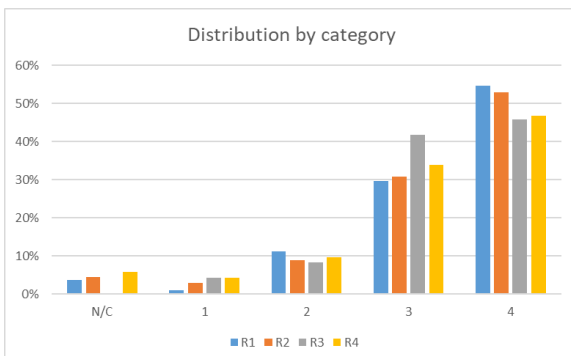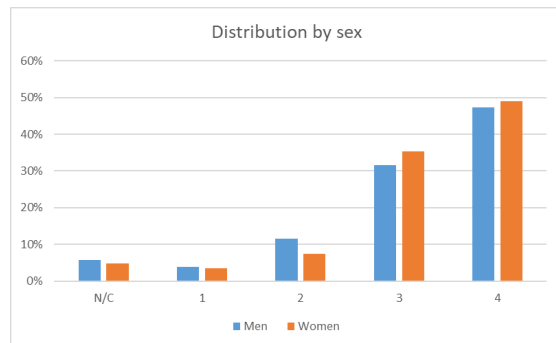
HRS4R Strategy at UNIZAR

41. Are you familiar with the Human Resources Strategy for Researchers (HRS4R) strategy of the European Commission?
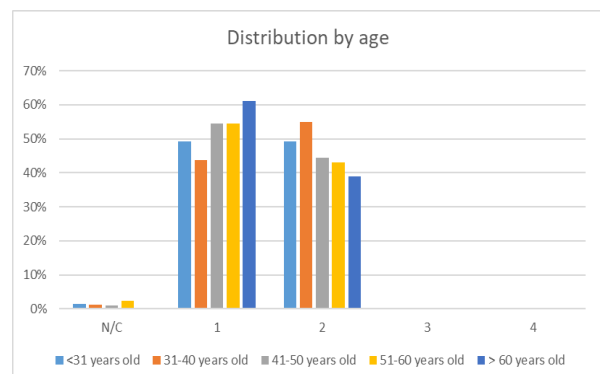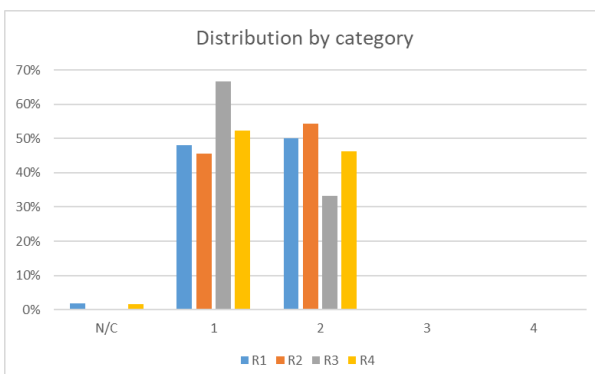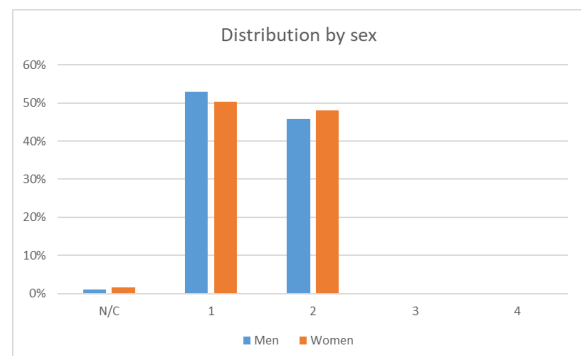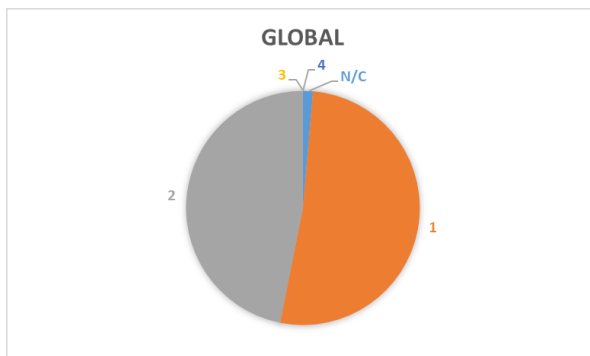
Average rating: 1,6   (1-2) (>2<3) (3-4)

42. Were you aware that the University of Zaragoza had been awarded the HR Excellence in Research seal by the European Commission?
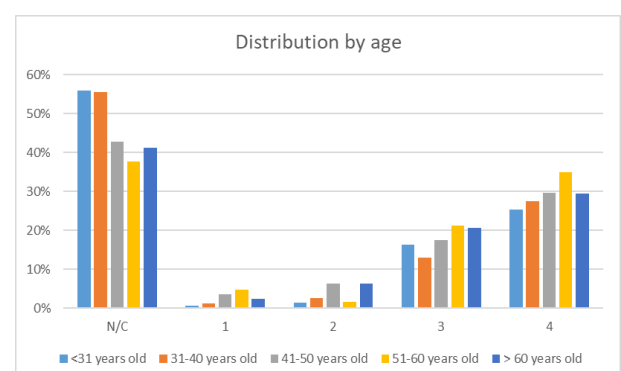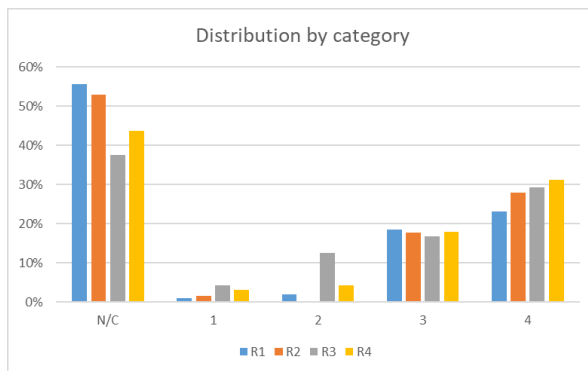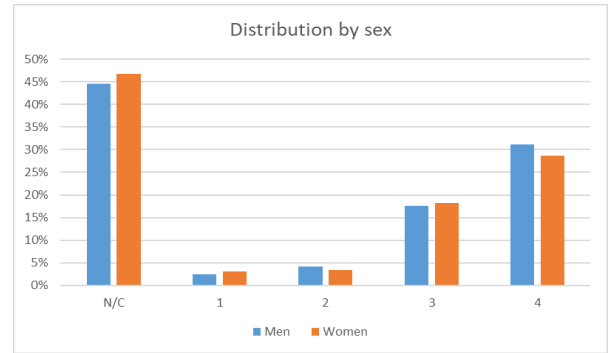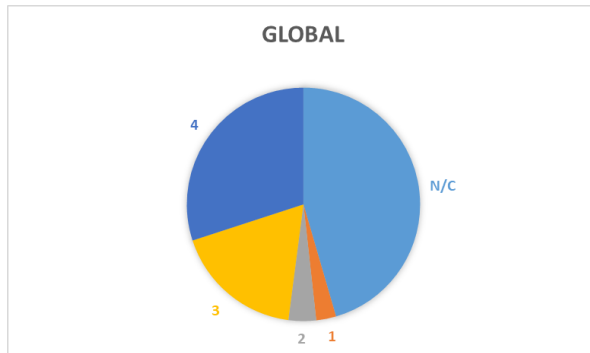
Average rating: 1,48   (1-2) (>2<3) (3-4)

43.During the year 2024, the Technical Committee monitoring the HRS4R Strategy at UNIZAR organized meetings with researchers to provide updates on the strategy's status, address their concerns, and gather suggestions related to their research career (hiring, training, working conditions, and ethical and professional aspects)
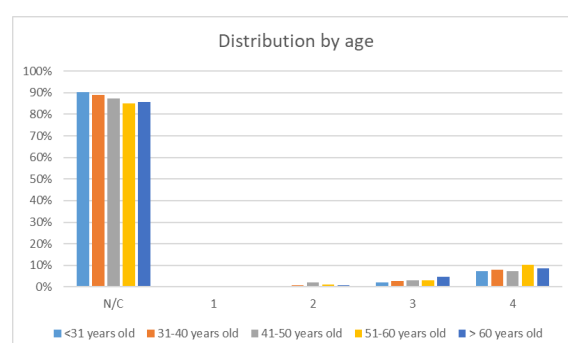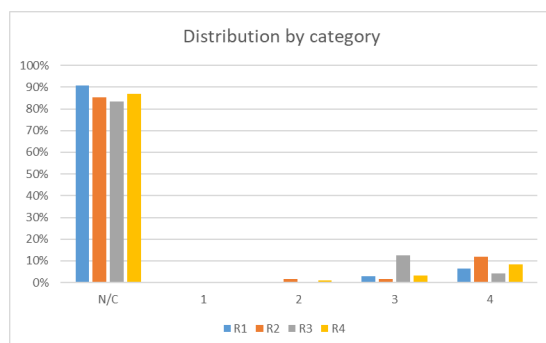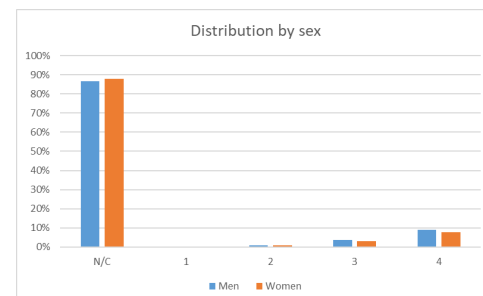
Average rating: 3,38   (1-2) (>2<3) (3-4)
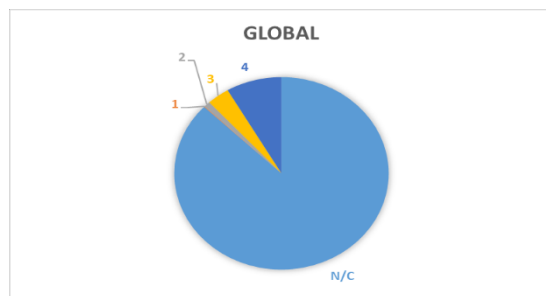

44.If you attended, please rate your level of satisfaction

Average rating: 3,56   (1-2) (>2<3) (3-4)

45.In your work environment, do you believe that the implementation of the HRS4R Seal at UNIZAR has had an impact?

Average rating: <mark>2,17</mark>   <mark>(1-2)</mark> <mark>(>2<3)</mark> <mark>(3-4)</mark>

GLOBAL

Distribution by sex

Distribution by category

Distribution by age