

HRS4R Survey 2024

For the past 10 years, UM has been implementing a Human Resources Strategy for Researchers, also known as HRS4R, which demonstrates the institution's commitment to bring its practices up to the standards set by the <u>European Charter for Researchers and the Code of conduct for the Recruitment of Researchers (C&C)</u>. Adopted by the European Commission (EC) in 2005, these two sets of standards and requirements aim to promote research careers in Europe.

Fully embedded in the institutional strategy, the HRS4R continuous improvement approach is being pursued in the area of human resources for research, and is one of the objectives of the institution's 2021-2026 pluriannual contract. In particular, it aims to support research and promote good working conditions, open, transparent and merit-based recruitment (OTM-R), and career advancement guidance.

Since March 2015, UM has received the European label of excellence "HR Excellence in Research" from the European Commission in recognition of its commitment to the principles of the Charter and Code, making UM the first university in France to receive this certification. After a first renewal obtained in 2021, the University of Montpellier is preparing its 2024 award renewal application for a further 3-year cycle.

As part of this approach, and in order to draw up the future 2024-2027 action plan, University of Montpellier whished to collect the opinions and suggestions of the research community UM staff on subjects related to the implementation of the HRS4R strategy at the University. To this end, a survey of 2,715 researchers, research-professors, engineers, technicians and research support staff was conducted between May 15 and June 5, 2024.

This document presents a summary of the results that are based on the statistical processing of anonymized collected responses. The avenues for improvement thus identified will be taken into account in the 2024-2027 action plan.

The European Charter for Researchers

The European Charter for Researchers is a set of general principles and basic conditions specifying the roles, responsibilities and prerogatives of researchers' employers and/or funding agencies.

It aims to ensure that relationships between researchers and employers or funders are conducive to success in the production, transfer, sharing and dissemination of knowledge and technological development, and to the development of researcher careers.

The charter also recognizes the value of all forms of mobility as a means to enhance researchers' professional development.

With these objectives in mind, the Charter provides a framework for researchers, employers and funders, inviting them to act responsibly and professionally in their workplaces, and to recognize each other as such.



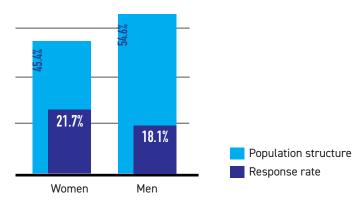
536 complete responses were received.

The participation rate reached 19.7%,

Respondants average age was 46 years old while the average age of the surveyed population is 43 years old.

521 people responded in French (97%) and 15 people responded in English (3%).

RESPONDANTS' PROFILE: RESPONSE RATE BY GENDER



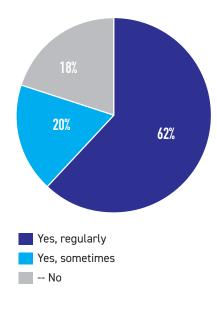
RESPONDANTS' PROFILE: EDUCATION, RESEARCH, MANAGEMENT

Teaching or training activities carried out at UM:

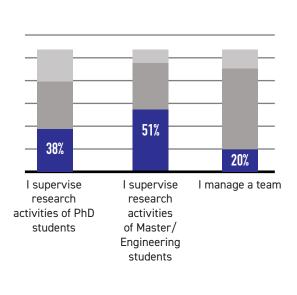
30%
8%
62%

Yes, that is part of my missions
Yes, in addition to tasks listed in my job description
-- No

Contribution to scientific production in the past 3 years:



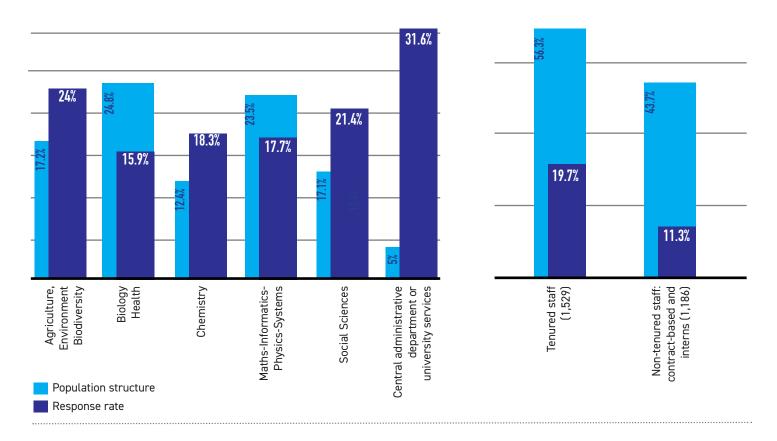
In a management position at UM:



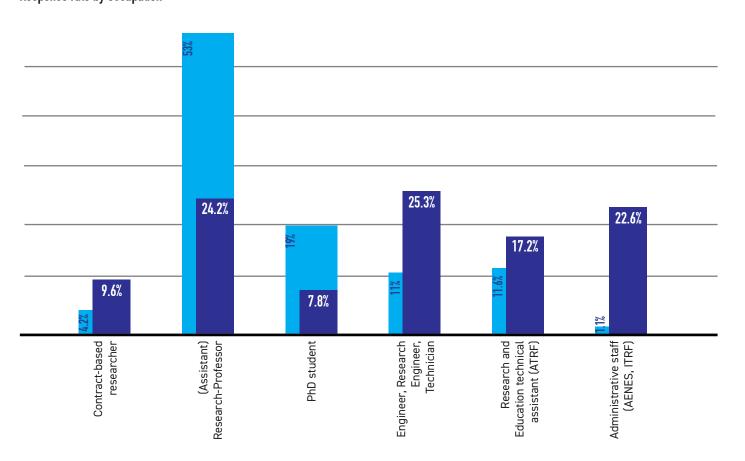
RESPONDANTS' PROFILE

Response rate by research cluster, central administrative department or university service

Response rate according to respondant's status

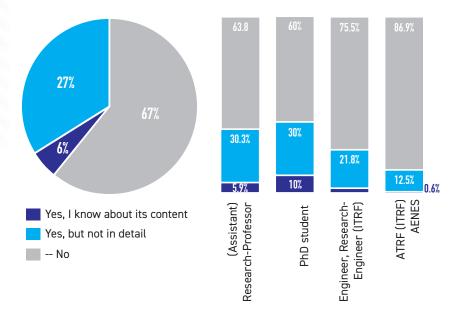


Response rate by occupation



The European Charter for Researchers

DEGREE OF KNOWLEDGE OF THE EUROPEAN CHARTER FOR RESEARCHERS



APPROVAL OF THE IMPLEMENTATION AT UM OF THE KEY POINTS OF THE EUROPEAN CHARTER FOR RESEARCHERS

At UM, recruitment is based above all on objective transparency criteria.

Atypical, non-linear career paths are properly valued at the $$\operatorname{\textsc{UM}}$.}$

Resources and facilities provided by the UM are conducive to quality work.

Today, the fight against discrimination is an integral part of UM, including for recruitment processes.

UM pays attention to the supervision of young researchers.

As a young researcher, I get adequate support from more experienced researchers.

The support provided by my supervisors in my professional activity is satisfactory.

I manage to balance work and private life

Totally agree





AWARENESS ON RESEARCH ACTIONS AND SCHEMES

Open Science policy (i.e.: webinars, HAL portal, Meso@LR shared storage space)

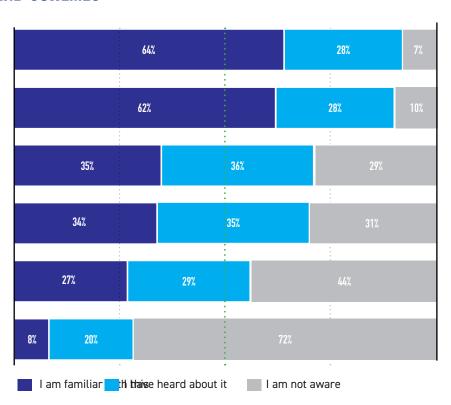
Regular publications on the scientific community activity via various channels

Implementation of a research ethics committee for honest, ethical and responsible research

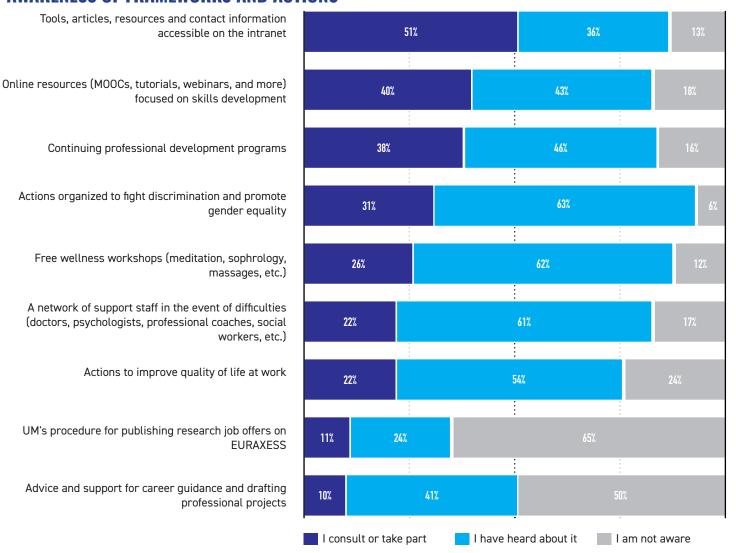
Initiatives related to Ethics (Charter for Scientific Integrity, Nagoya protocol, training sessions, ...)

All researchers' skills (publications, supervision, mobility, mentoring, patents, etc.) are taken into account in project and career assessments.

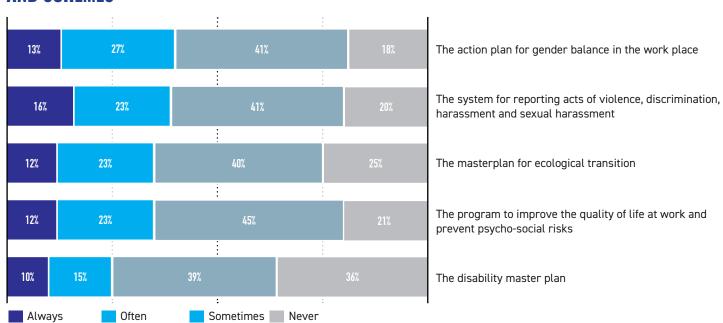
UM takes part in national experiment on simplification to free up time for research



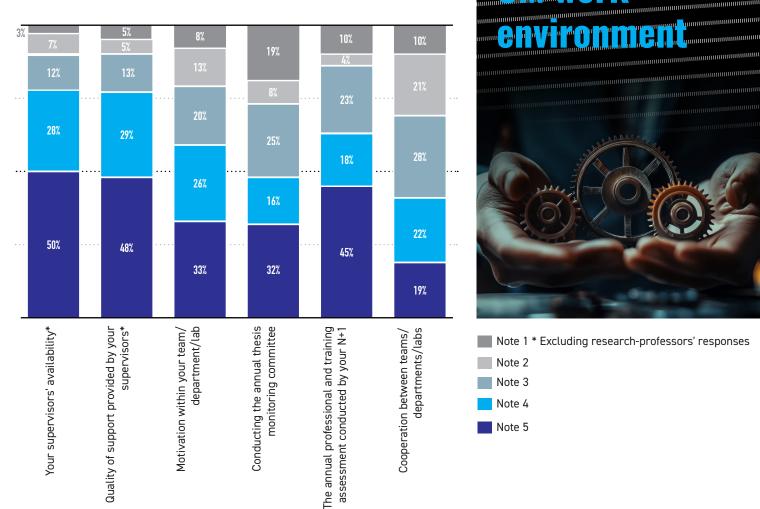
AWARENESS OF FRAMEWORKS AND ACTIONS



FREQUENCY OF READING THE INFORMATION DISSEMINATED BY UM ON VARIOUS MASTE PLANS AND SCHEMES



QUALITY OF RELATIONSHIPS IN IMMEDIATE WORK ENVIRONMENT



DEGREE OF AWARENESS AND USE OF SKILL DEVELOPMENT AND SUPPORT SERVICES

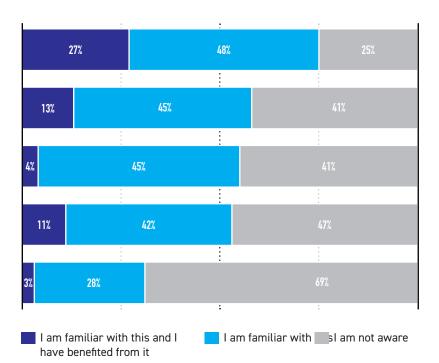
A collective training offer, annually updated and enriched, is available to all staff.

Career development opportunities are circulated by e-mail and available on the intranet.

Employees may take a training leave and activate their personal training account.

Training programs may include individual training, skills assessments, validation of acquired skills, preparation for competitive examinations, and more.

Employees can benefit from personalized for career development from the HR department.



QUESTION ON PERSONAL EXPERIENCE: OVER THE PAST 3 YEARS, HAVE YOU PERSONALLY EXPERIENCED ANY OF THE FOLLOWING SITUATIONS AT UM?



^{*} NB: there may be several witnesses to the same situation

