UNIVERSITÉ DE MONTPELLIER

HUMAN RESOURCES STRATEGY FOR RESEARCH SURVEY 2024

HR EXCELLENCE IN RESEARCH

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 European Charter for Researchers and the Code of conduct for the Recruitment of Researchers (C&C). 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.

Participation

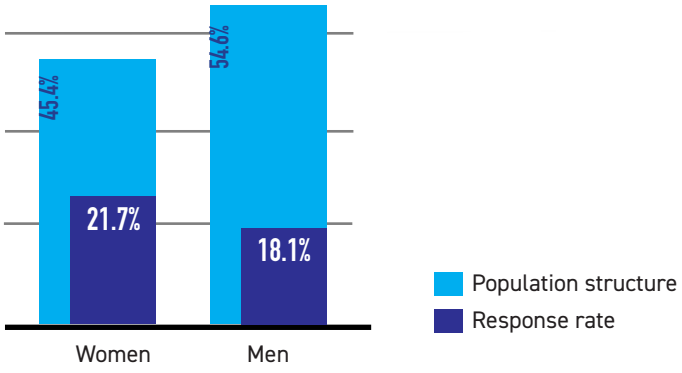
536 complete responses were received.

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.

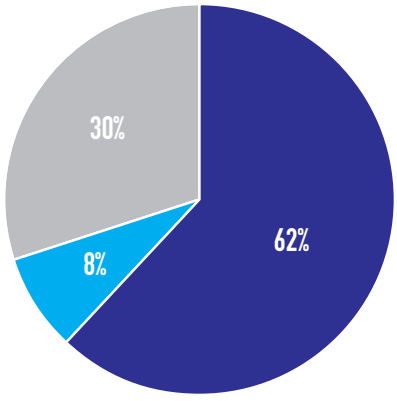
521 people responded in French (97%) and **15** people responded in English (3%).

RESPONDANTS' PROFILE: RESPONSE RATE BY GENDER



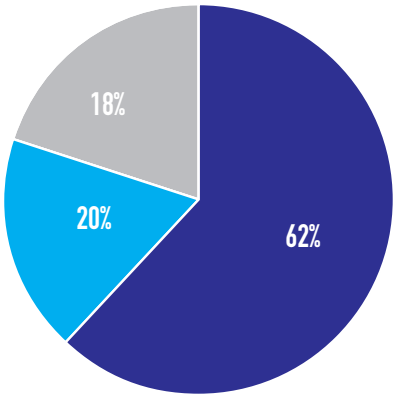
RESPONDANTS' PROFILE: EDUCATION, RESEARCH, MANAGEMENT

Teaching or training activities carried out at UM:



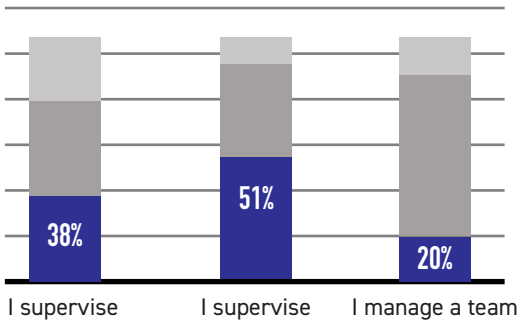
- Yes, that is part of my missions
- Yes, in addition to tasks listed in my job description
- -- No

Contribution to scientific production in the past 3 years:



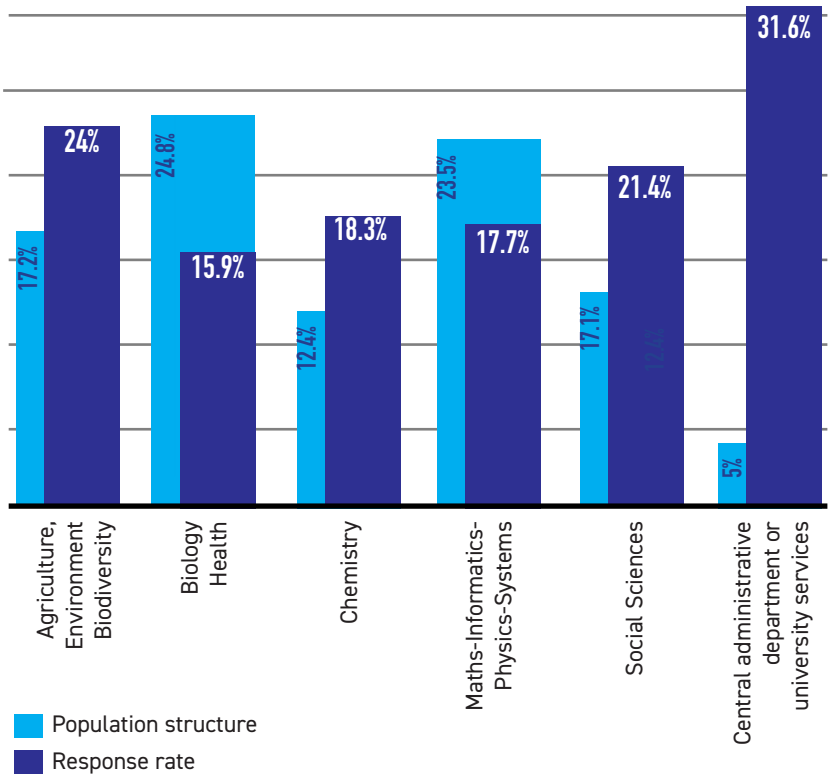
- Yes, regularly
- Yes, sometimes
- -- No

In a management position at UM:

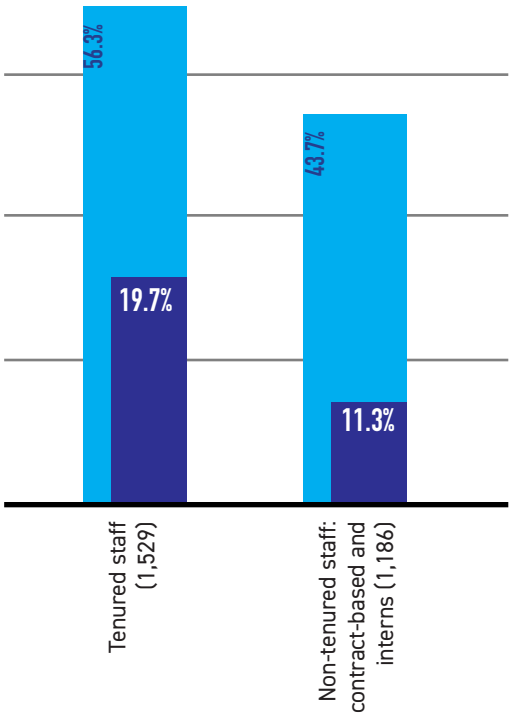


RESPONDANTS' PROFILE

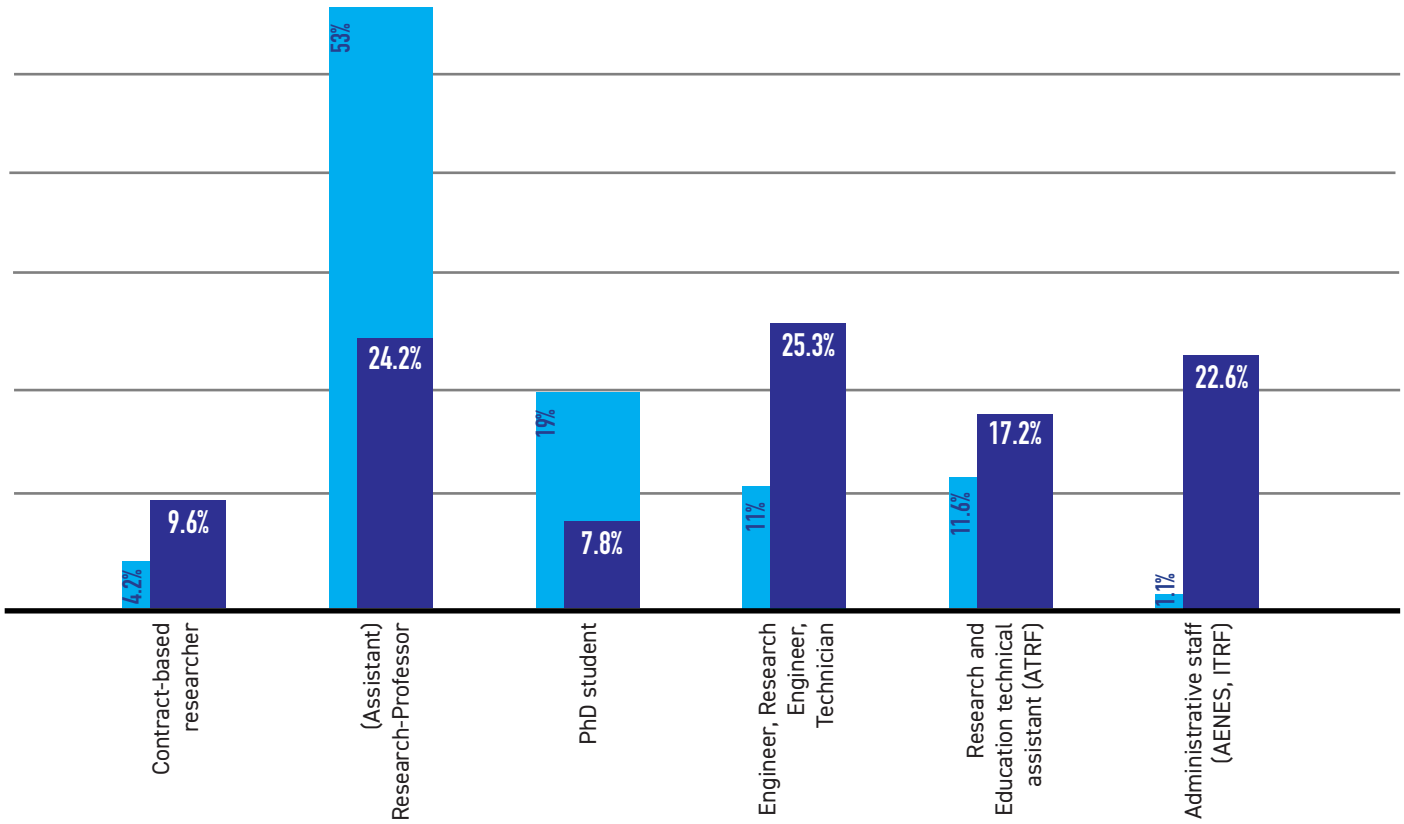
Response rate by research cluster, central administrative department or university service



Response rate according to respondant's status

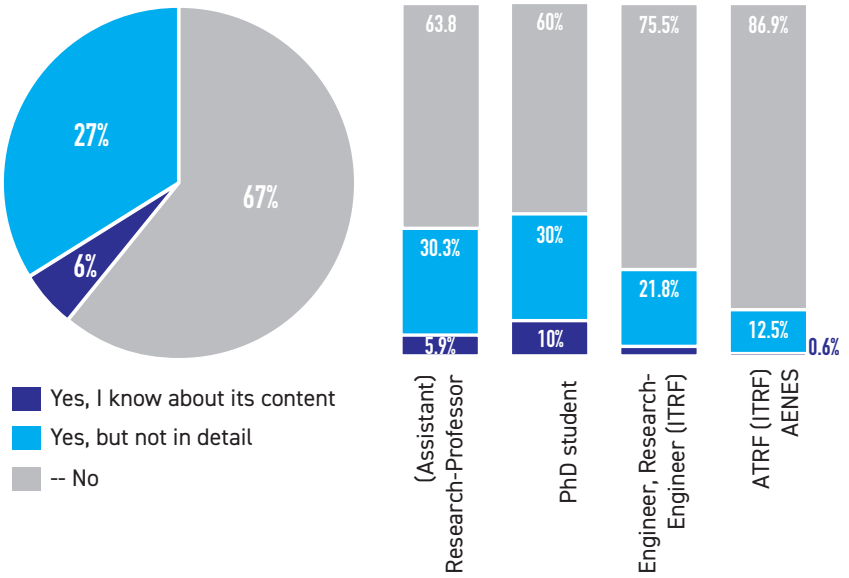


Response rate by occupation

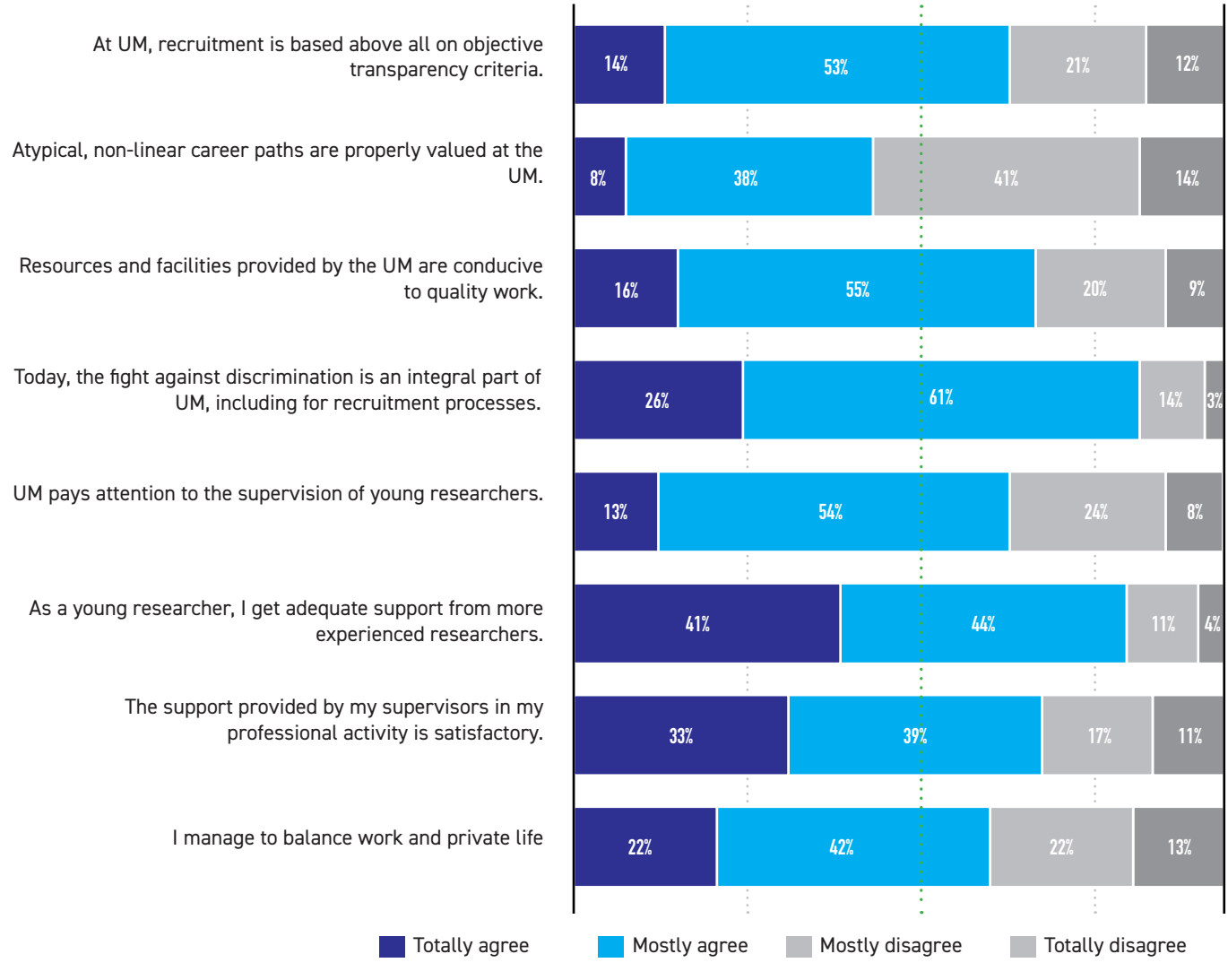


The European Charter for Researchers

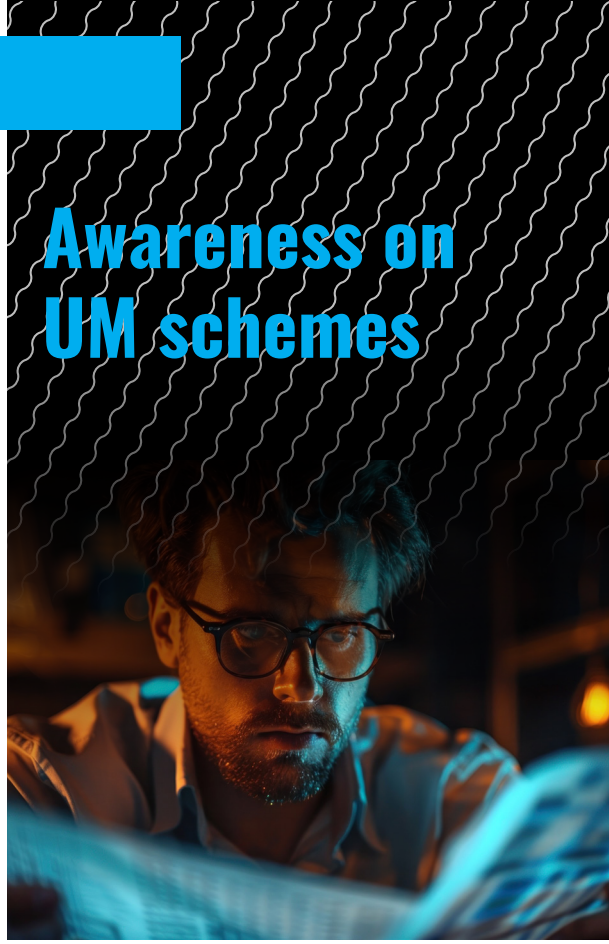
DEGREE OF KNOWLEDGE OF THE EUROPEAN CHARTER FOR RESEARCHERS



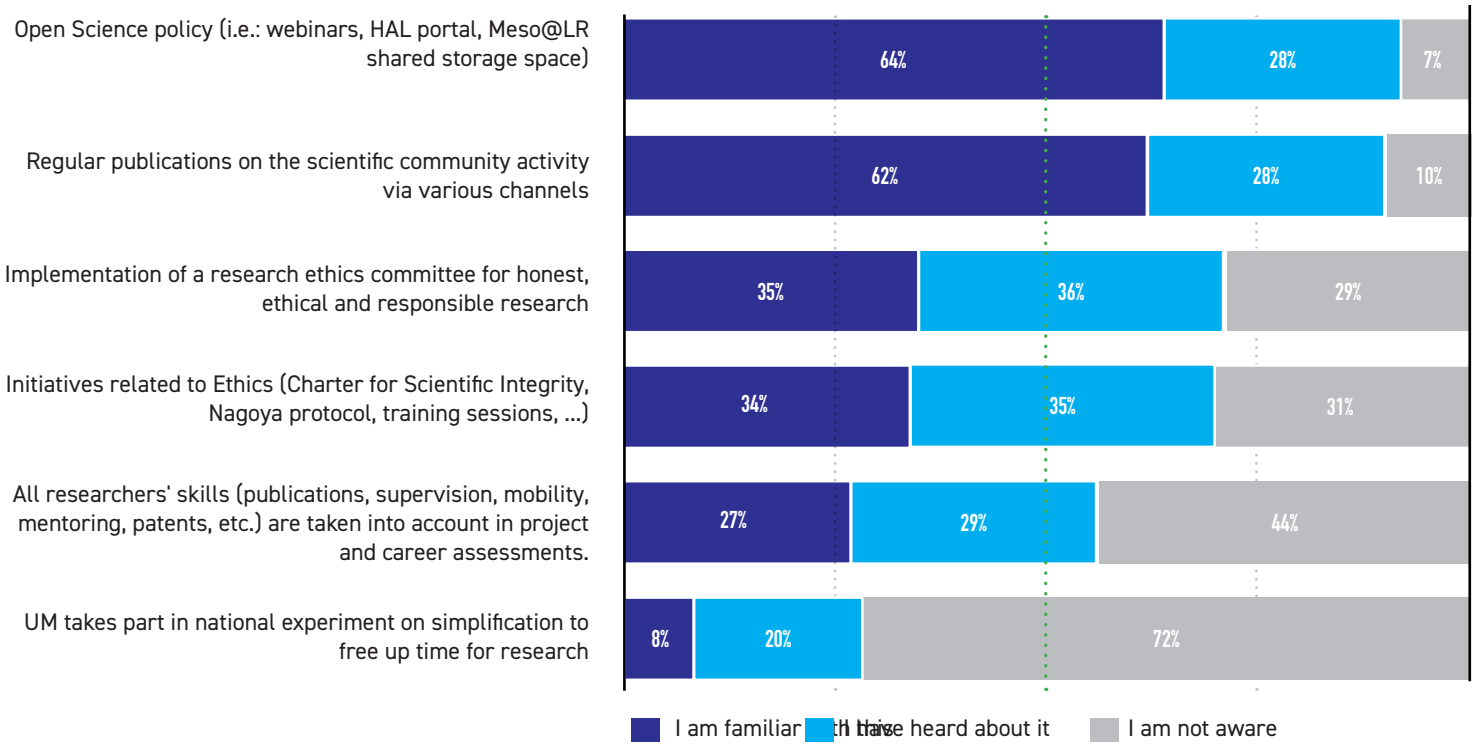
APPROVAL OF THE IMPLEMENTATION AT UM OF THE KEY POINTS OF THE EUROPEAN CHARTER FOR RESEARCHERS



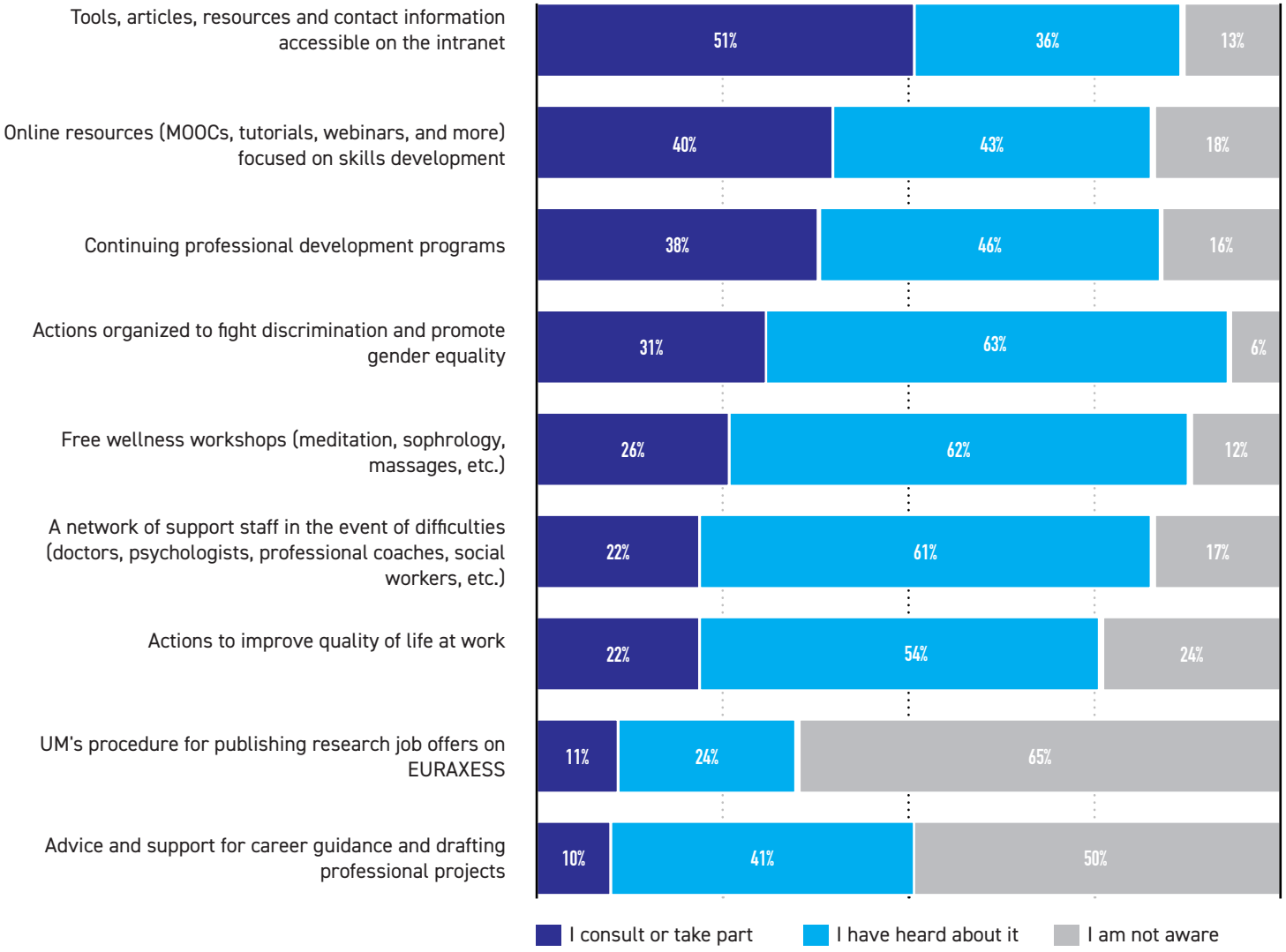
Awareness on UM schemes



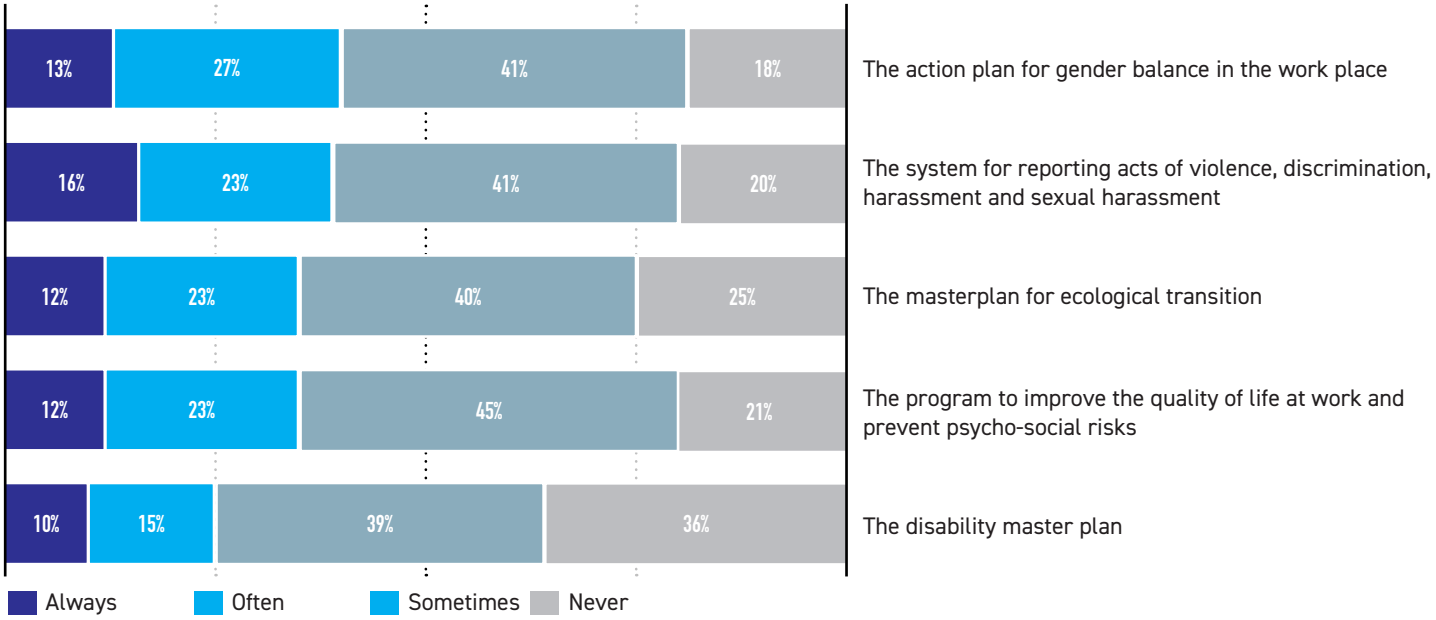
AWARENESS ON RESEARCH ACTIONS AND SCHEMES



AWARENESS OF FRAMEWORKS AND ACTIONS



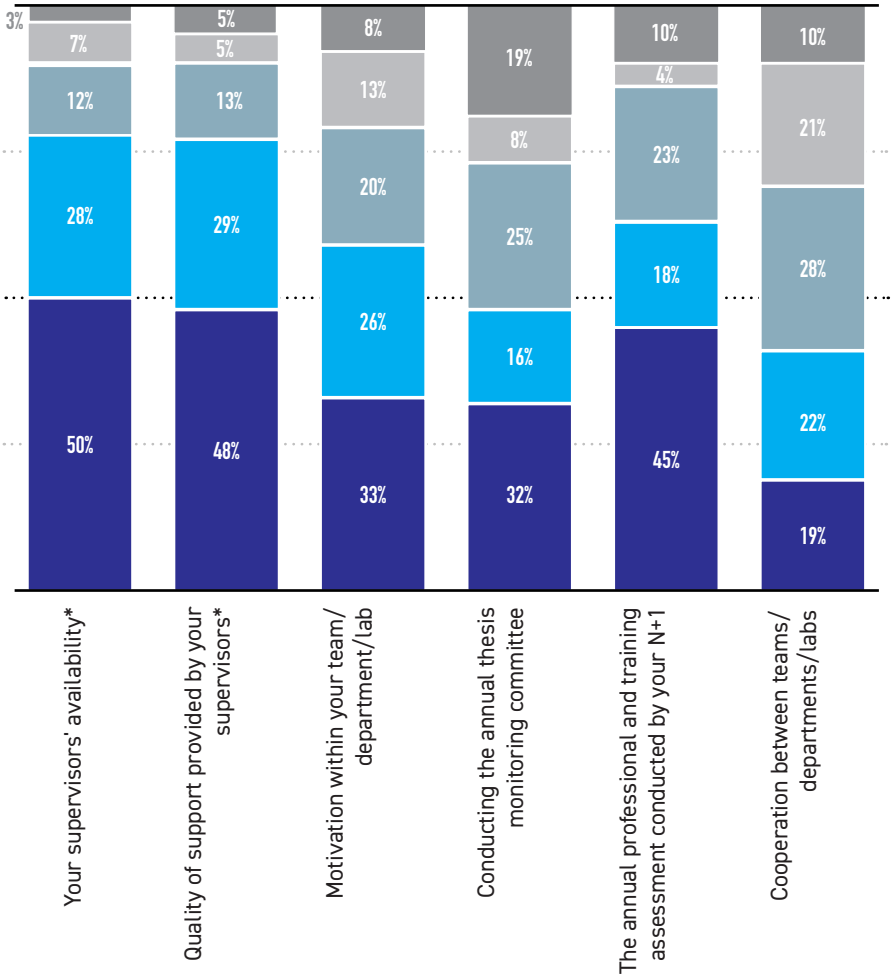
FREQUENCY OF READING THE INFORMATION DISSEMINATED BY UM ON VARIOUS MASTE PLANS AND SCHEMES



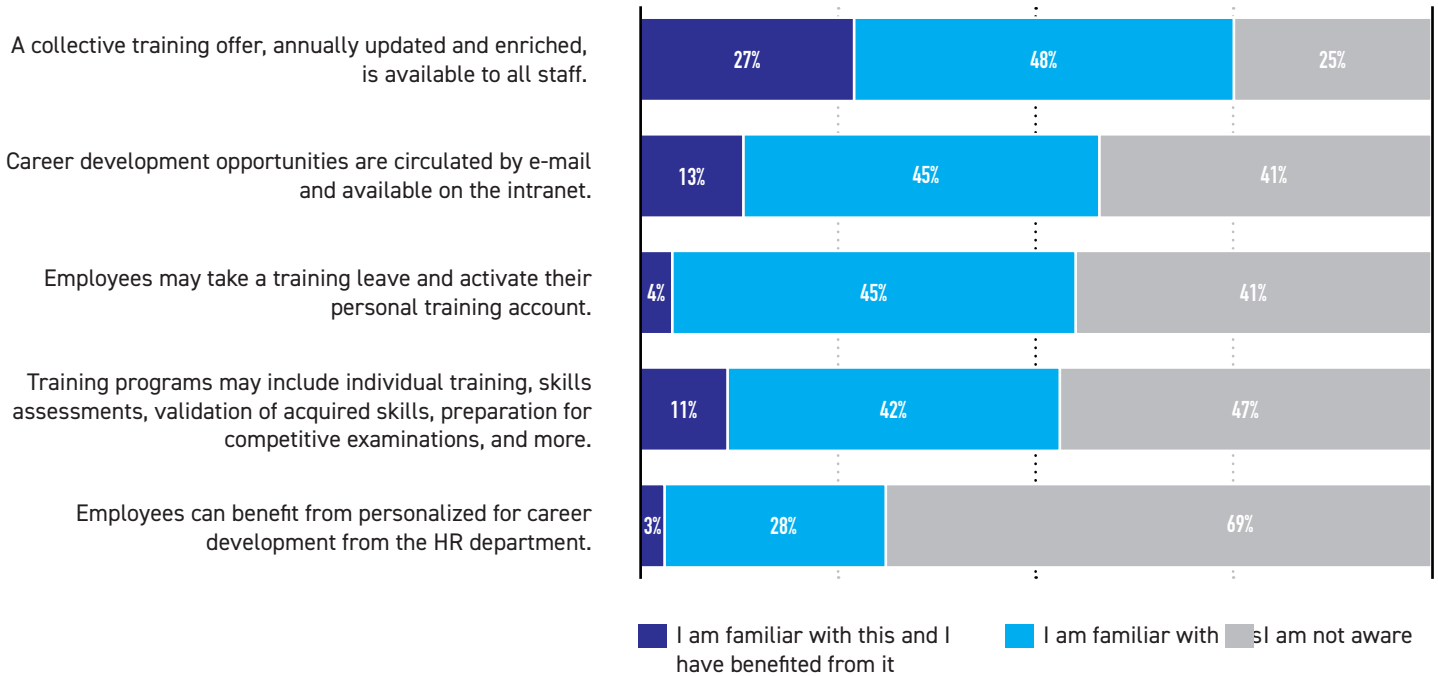
University of Montpellier
HRS4R survey - Global results - June 2024

UM work environment

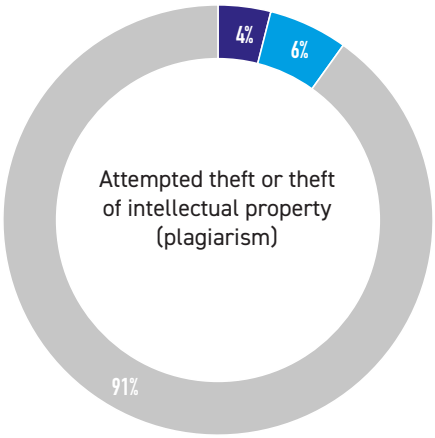
QUALITY OF RELATIONSHIPS IN IMMEDIATE WORK ENVIRONMENT

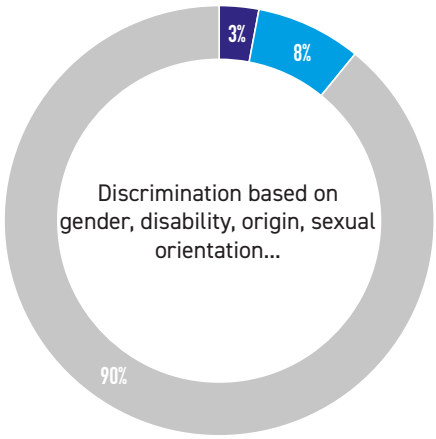


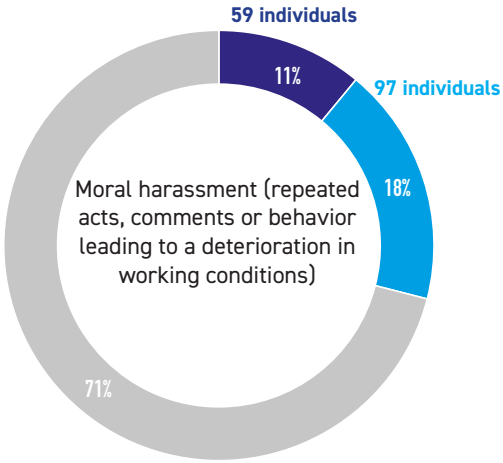
DEGREE OF AWARENESS AND USE OF SKILL DEVELOPMENT AND SUPPORT SERVICES

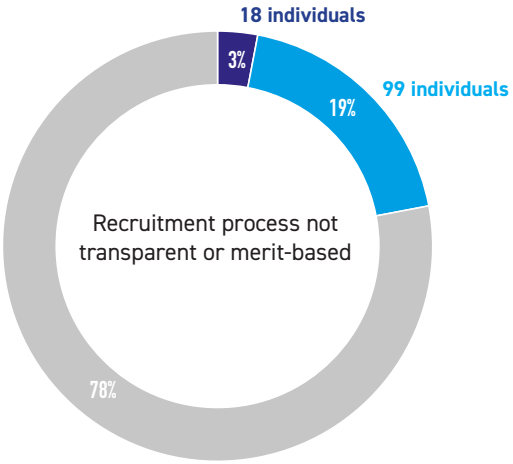


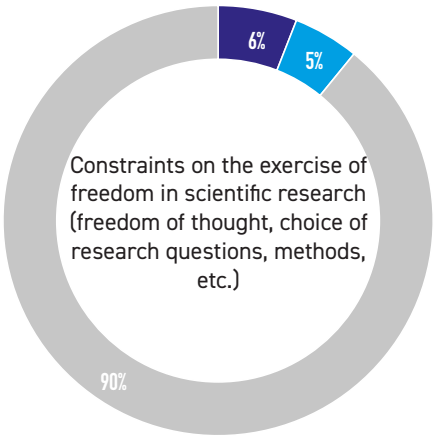
QUESTION ON PERSONAL EXPERIENCE: OVER THE PAST 3 YEARS, HAVE YOU PERSONALLY EXPERIENCED ANY OF THE FOLLOWING SITUATIONS AT UM?











Yes, as a victim Yes, as a witness -- No

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

HR EXCELLENCE IN RESEARCH

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