

Verbal evaluation	Numerical evaluation
Fully implemented +/+	1
Almost but not fully implemented +/-	2
Partially implemented -/+	3
Insufficiently implemented -/-	4
I can't comment	not evaluated

Number of answers:		46	47	30	19	50	192	
Status		Numerical evaluation						Dispersion for STU total
		Average for "R1 researchers"	Average for "R2 researchers"	Average for "R3 researchers"	Average for "R4 researchers"	Average for "Other employees"	Average for STU total	
1	Research freedom	1,071	1,163	1,100	1,000	1,047	1,085	<p>165 9 3 0 15 1 2 3 4 n/a</p>
2	Ethical principles	2,025	2,122	2,138	2,263	2,116	2,116	<p>128 18 14 12 20 1 2 3 4 n/a</p>
3	Professional responsibility	2,049	2,140	2,200	2,053	2,205	2,136	<p>131 17 17 12 15 1 2 3 4 n/a</p>
4	Professional attitude	1,950	2,159	2,074	2,053	2,170	2,090	<p>134 16 22 5 15 1 2 3 4 n/a</p>
5	Contractual and legal obligations	1,950	1,909	2,107	1,842	2,114	1,994	<p>137 21 14 3 17 1 2 3 4 n/a</p>
6	Accountability	2,175	2,119	2,036	1,895	2,070	2,081	<p>133 16 16 7 20 1 2 3 4 n/a</p>
7	Good practice in research	1,475	1,372	1,192	1,316	1,317	1,349	<p>122 36 10 1 23 1 2 3 4 n/a</p>
8	Dissemination, exploitation of results	1,976	2,220	2,133	1,895	1,837	2,017	<p>124 26 21 4 17 1 2 3 4 n/a</p>
9	Public engagement	2,881	2,705	2,714	2,368	2,644	2,697	<p>113 9 46 10 14 1 2 3 4 n/a</p>

10	Non discrimination	1,209	1,093	1,172	1,000	1,083	1,122	<p>166 11 1 3 11 1 2 3 4 n/a</p>
11	Evaluation/ appraisal systems	2,079	2,286	2,345	2,167	2,133	2,198	<p>124 13 23 12 20 1 2 3 4 n/a</p>
12	Recruitment	2,919	2,914	2,885	2,833	2,600	2,814	<p>104 11 27 19 31 1 2 3 4 n/a</p>
13	Recruitment (Code)	3,667	3,611	3,682	3,375	3,256	3,514	<p>102 6 15 23 46 1 2 3 4 n/a</p>
14	Selection (Code)	2,091	2,417	2,231	2,188	2,114	2,206	<p>115 9 21 10 37 1 2 3 4 n/a</p>
15	Transparency (Code)	2,800	2,872	2,692	2,444	2,533	2,687	<p>109 11 36 7 29 1 2 3 4 n/a</p>
16	Judging merit (Code)	2,226	2,361	2,250	2,158	2,000	2,195	<p>111 12 20 11 38 1 2 3 4 n/a</p>
17	Variations in the chronological order of CVs (Code)	1,200	1,306	1,208	1,056	1,093	1,179	<p>138 12 2 4 36 1 2 3 4 n/a</p>
18	Recognition of mobility experience (Code)	2,132	2,118	1,963	1,895	2,023	2,043	<p>121 19 18 4 30 1 2 3 4 n/a</p>
19	Recognition of qualifications (Code)	2,778	2,806	2,680	2,889	2,682	2,755	<p>111 7 33 8 33 1 2 3 4 n/a</p>
20	Seniority (Code)	1,079	1,086	1,080	1,111	1,159	1,106	<p>145 13 2 0 32 1 2 3 4 n/a</p>
21	Postdoctoral appointments (Code)	1,111	1,385	1,483	1,263	1,156	1,268	<p>138 20 5 5 24 1 2 3 4 n/a</p>

22	Recognition of the profession	1,077	1,190	1,214	1,105	1,178	1,156	<p>153</p> <table border="1"> <tr><th>Rating</th><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><th>Count</th><td>14</td><td>5</td><td>1</td><td>19</td><td></td></tr> </table>	Rating	1	2	3	4	n/a	Count	14	5	1	19	
Rating	1	2	3	4	n/a															
Count	14	5	1	19																
23	Research environment	2,837	2,814	3,103	3,000	2,761	2,872	<p>127</p> <table border="1"> <tr><th>Rating</th><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><th>Count</th><td>6</td><td>29</td><td>18</td><td>12</td><td></td></tr> </table>	Rating	1	2	3	4	n/a	Count	6	29	18	12	
Rating	1	2	3	4	n/a															
Count	6	29	18	12																
24	Working conditions	2,200	2,283	2,367	2,000	2,200	2,228	<p>136</p> <table border="1"> <tr><th>Rating</th><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><th>Count</th><td>7</td><td>26</td><td>11</td><td>12</td><td></td></tr> </table>	Rating	1	2	3	4	n/a	Count	7	26	11	12	
Rating	1	2	3	4	n/a															
Count	7	26	11	12																
25	Stability and permanence of employment	1,405	1,932	1,700	1,368	1,378	1,577	<p>120</p> <table border="1"> <tr><th>Rating</th><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><th>Count</th><td>25</td><td>14</td><td>16</td><td>17</td><td></td></tr> </table>	Rating	1	2	3	4	n/a	Count	25	14	16	17	
Rating	1	2	3	4	n/a															
Count	25	14	16	17																
26	Funding and salaries	2,829	2,905	3,033	2,789	2,860	2,888	<p>122</p> <table border="1"> <tr><th>Rating</th><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><th>Count</th><td>8</td><td>21</td><td>18</td><td>23</td><td></td></tr> </table>	Rating	1	2	3	4	n/a	Count	8	21	18	23	
Rating	1	2	3	4	n/a															
Count	8	21	18	23																
27	Gender balance	1,163	1,122	1,000	1,053	1,130	1,108	<p>163</p> <table border="1"> <tr><th>Rating</th><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><th>Count</th><td>8</td><td>4</td><td>1</td><td>16</td><td></td></tr> </table>	Rating	1	2	3	4	n/a	Count	8	4	1	16	
Rating	1	2	3	4	n/a															
Count	8	4	1	16																
28	Career development	2,108	2,341	2,179	2,111	2,143	2,187	<p>127</p> <table border="1"> <tr><th>Rating</th><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><th>Count</th><td>9</td><td>20</td><td>10</td><td>26</td><td></td></tr> </table>	Rating	1	2	3	4	n/a	Count	9	20	10	26	
Rating	1	2	3	4	n/a															
Count	9	20	10	26																
29	Value of mobility	2,256	2,400	2,250	2,111	2,195	2,259	<p>125</p> <table border="1"> <tr><th>Rating</th><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><th>Count</th><td>6</td><td>14</td><td>17</td><td>30</td><td></td></tr> </table>	Rating	1	2	3	4	n/a	Count	6	14	17	30	
Rating	1	2	3	4	n/a															
Count	6	14	17	30																
30	Access to career advice	2,925	2,925	2,778	2,882	2,791	2,862	<p>123</p> <table border="1"> <tr><th>Rating</th><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><th>Count</th><td>7</td><td>23</td><td>14</td><td>25</td><td></td></tr> </table>	Rating	1	2	3	4	n/a	Count	7	23	14	25	
Rating	1	2	3	4	n/a															
Count	7	23	14	25																
31	Intellectual Property Rights	2,079	2,263	2,259	2,211	2,179	2,193	<p>121</p> <table border="1"> <tr><th>Rating</th><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><th>Count</th><td>8</td><td>25</td><td>7</td><td>31</td><td></td></tr> </table>	Rating	1	2	3	4	n/a	Count	8	25	7	31	
Rating	1	2	3	4	n/a															
Count	8	25	7	31																
32	Co-authorship	2,100	2,024	2,034	1,842	1,902	1,994	<p>131</p> <table border="1"> <tr><th>Rating</th><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><th>Count</th><td>22</td><td>13</td><td>4</td><td>22</td><td></td></tr> </table>	Rating	1	2	3	4	n/a	Count	22	13	4	22	
Rating	1	2	3	4	n/a															
Count	22	13	4	22																
33	Teaching	1,682	1,571	1,267	1,316	1,156	1,417	<p>129</p> <table border="1"> <tr><th>Rating</th><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><th>Count</th><td>35</td><td>8</td><td>8</td><td>12</td><td></td></tr> </table>	Rating	1	2	3	4	n/a	Count	35	8	8	12	
Rating	1	2	3	4	n/a															
Count	35	8	8	12																

34	Complains/ appeals	2,375	2,500	2,261	2,000	2,195	2,297	<table border="1"> <tr><th>Category</th><th>Count</th></tr> <tr><td>1</td><td>4</td></tr> <tr><td>2</td><td>119</td></tr> <tr><td>3</td><td>14</td></tr> <tr><td>4</td><td>18</td></tr> <tr><td>n/a</td><td>37</td></tr> </table>	Category	Count	1	4	2	119	3	14	4	18	n/a	37
Category	Count																			
1	4																			
2	119																			
3	14																			
4	18																			
n/a	37																			
35	Participation in decision-making bodies	1,150	1,186	1,276	1,263	1,045	1,166	<table border="1"> <tr><th>Category</th><th>Count</th></tr> <tr><td>1</td><td>156</td></tr> <tr><td>2</td><td>11</td></tr> <tr><td>3</td><td>6</td></tr> <tr><td>4</td><td>2</td></tr> <tr><td>n/a</td><td>17</td></tr> </table>	Category	Count	1	156	2	11	3	6	4	2	n/a	17
Category	Count																			
1	156																			
2	11																			
3	6																			
4	2																			
n/a	17																			
36	Relation with supervisors	1,976	2,024	2,000	1,842	1,935	1,966	<table border="1"> <tr><th>Category</th><th>Count</th></tr> <tr><td>1</td><td>23</td></tr> <tr><td>2</td><td>140</td></tr> <tr><td>3</td><td>11</td></tr> <tr><td>4</td><td>3</td></tr> <tr><td>n/a</td><td>15</td></tr> </table>	Category	Count	1	23	2	140	3	11	4	3	n/a	15
Category	Count																			
1	23																			
2	140																			
3	11																			
4	3																			
n/a	15																			
37	Supervision and managerial duties	2,054	2,098	2,036	1,667	1,975	2,000	<table border="1"> <tr><th>Category</th><th>Count</th></tr> <tr><td>1</td><td>17</td></tr> <tr><td>2</td><td>133</td></tr> <tr><td>3</td><td>11</td></tr> <tr><td>4</td><td>3</td></tr> <tr><td>n/a</td><td>28</td></tr> </table>	Category	Count	1	17	2	133	3	11	4	3	n/a	28
Category	Count																			
1	17																			
2	133																			
3	11																			
4	3																			
n/a	28																			
38	Continuing Professional Development	2,711	2,578	2,741	2,579	2,605	2,640	<table border="1"> <tr><th>Category</th><th>Count</th></tr> <tr><td>1</td><td>16</td></tr> <tr><td>2</td><td>37</td></tr> <tr><td>3</td><td>112</td></tr> <tr><td>4</td><td>7</td></tr> <tr><td>n/a</td><td>20</td></tr> </table>	Category	Count	1	16	2	37	3	112	4	7	n/a	20
Category	Count																			
1	16																			
2	37																			
3	112																			
4	7																			
n/a	20																			
39	Access to research training and continuous development	1,974	2,071	2,148	1,889	2,111	2,053	<table border="1"> <tr><th>Category</th><th>Count</th></tr> <tr><td>1</td><td>16</td></tr> <tr><td>2</td><td>133</td></tr> <tr><td>3</td><td>19</td></tr> <tr><td>4</td><td>3</td></tr> <tr><td>n/a</td><td>21</td></tr> </table>	Category	Count	1	16	2	133	3	19	4	3	n/a	21
Category	Count																			
1	16																			
2	133																			
3	19																			
4	3																			
n/a	21																			
40	Supervision	1,214	1,372	1,192	1,105	1,159	1,224	<table border="1"> <tr><th>Category</th><th>Count</th></tr> <tr><td>1</td><td>150</td></tr> <tr><td>2</td><td>15</td></tr> <tr><td>3</td><td>3</td></tr> <tr><td>4</td><td>6</td></tr> <tr><td>n/a</td><td>18</td></tr> </table>	Category	Count	1	150	2	15	3	3	4	6	n/a	18
Category	Count																			
1	150																			
2	15																			
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