UNIVERSITÉ
CÔTE D'AZUR
HRS4R
THE HUMAN RESOURCES
STRATEGY FOR RESEARCHERS

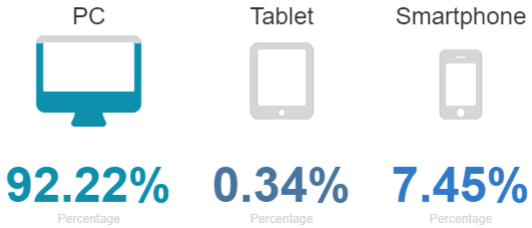*Liberté • Égalité • Fraternité*
RÉPUBLIQUE FRANÇAISE

Analysis of researchers opinion on the :

- Ethical and Professional aspects of research
- Recruitment
- Working conditions
- Training

DEVICE_SENTER

PC	Tablet	Smartphone
92.22%	**0.34%**	**7.45%**
Percentage	Percentage	Percentage

ENTRY_TIME

596.5

Mean

12 March 2021   13 July 2021

PROGRESSION

591

Effective responses

12 March 2021   13 July 2021

LANG_SAISIE

FR — 557
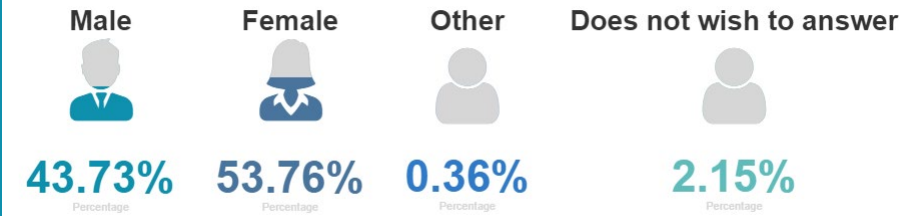EN — 34

Frequency
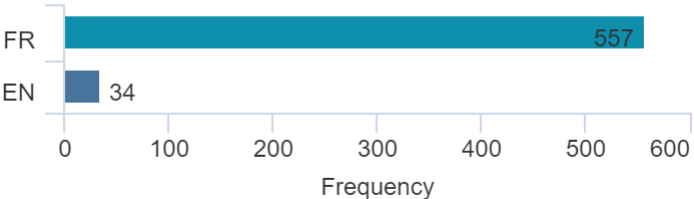
Details of the survey

The HRS4R survey ran from March 12 to April 16.

The invitation to respond to the questionnaire was sent by email to all teacher-researchers, doctoral students, directors, deputy directors and administrative managers of research units (3,083 people).

The research unit management and HRS4R referents relayed the survey to their teams.

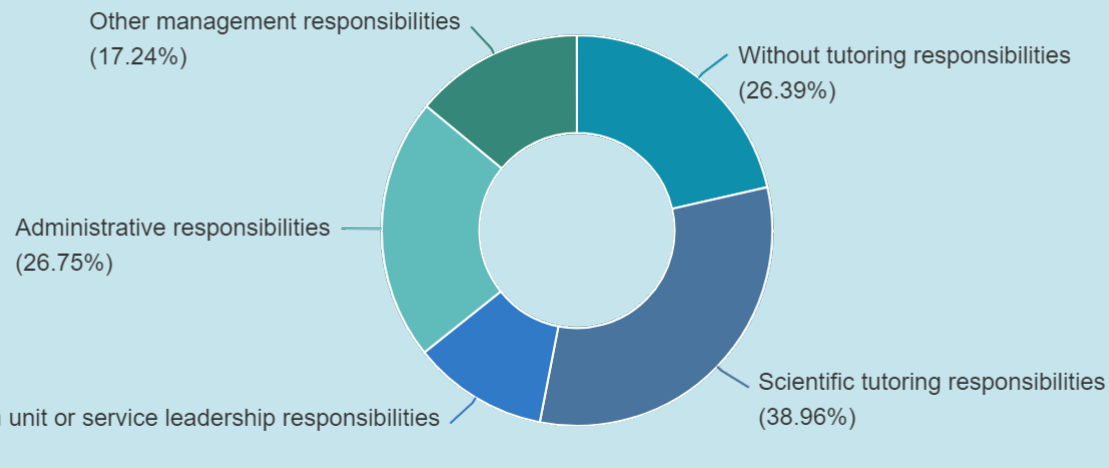The survey was administered with the support of la maison de l'EAV-FE.
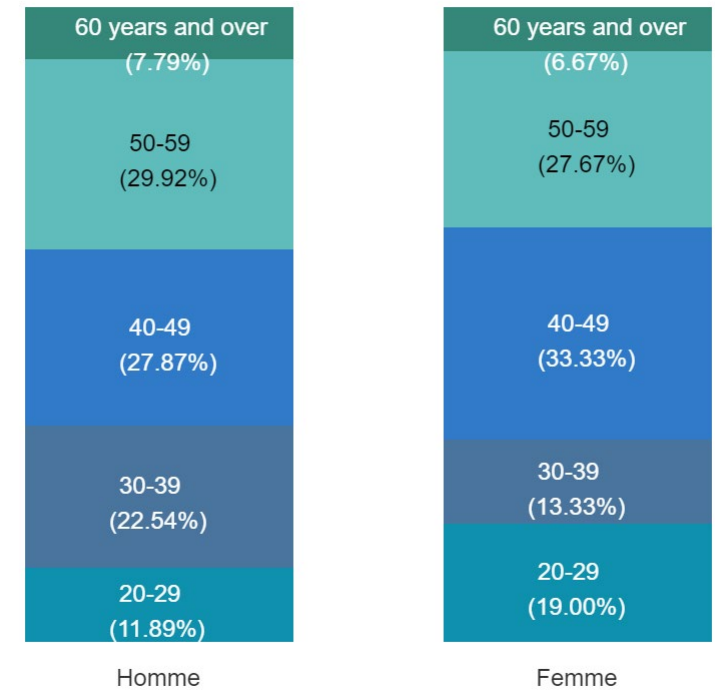
Respondants situation

Male	**Female**	**Other**	**Does not wish to answer**
43.73%	**53.76%**	**0.36%**	**2.15%**
Percentage	Percentage	Percentage	Percentage

What managerial responsibilities have you exercised within the Université Côte d'Azur?

Effective responses: 557   *Response rate: 94.25%*

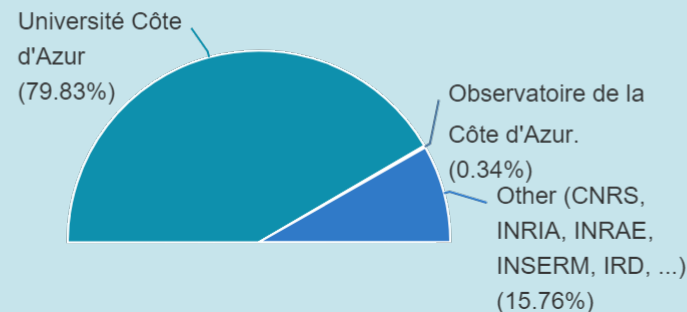- Other management responsibilities (17.24%)
- Without tutoring responsibilities (26.39%)
- Administrative responsibilities (26.75%)
- Scientific tutoring responsibilities (38.96%)
- Research unit or service leadership responsibilities (13.82%)

Cross: Your gender: / Your age :

Homme
- 60 years and over (7.79%)
- 50-59 (29.92%)
- 40-49 (27.87%)
- 30-39 (22.54%)
- 20-29 (11.89%)

Femme
- 60 years and over (6.67%)
- 50-59 (27.67%)
- 40-49 (33.33%)
- 30-39 (13.33%)
- 20-29 (19.00%)

Who is your employer?

Effective responses: 590   *Response rate: 99.83%*

- Université Côte d'Azur (79.83%)
- Observatoire de la Côte d'Azur. (0.34%)
- Other (CNRS, INRIA, INRAE, INSERM, IRD, ...) (15.76%)

Who is your employer?

Autre **4.07%**
Percentage

Your age :

Effective responses: 558   *Response rate: 94.42%*
Mean: 43.6   *Standard deviation: 11.2*

43.6
0 — 60

Respondants profile
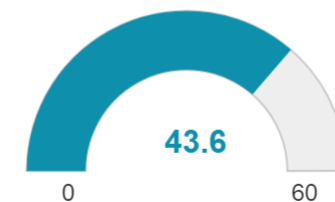
What is your level of studies (last diploma obtained)?

Effective responses: 416 *Response rate: 88.32%*

HDR
(31.73%)

Bac + 8 (PhD)
(47.60%)

Bac + 5 (Master, DESS, engineering school, MSc...)
(20.67%)
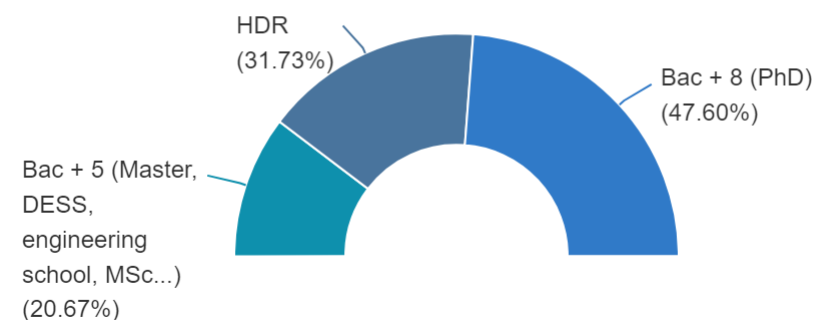
What is your experience in higher education / research?

Effective responses: 496 *Response rate: 84.21%*

More than 25 years
(18.95%)

Less than 5 years
(22.18%)

16 - 25 years
(29.03%)

6 - 15 years
(29.84%)
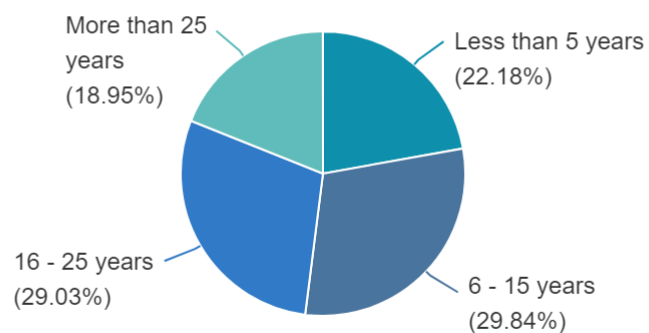
What professional category do you belong to?

Effective responses: 418 *Response rate: 88.75%*

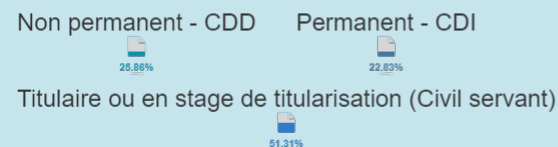|	%
R1: First Stage Researcher (up to a doctorate) E.g .: contractual PhD student, ATER, BIATSS civil servants or contractors with a diploma to start a doctorate	23.68%
R2: Recognised Researcher (doctor or equivalent not fully independent) E.g .:Assistant Professor - Post-Doc, ATER, BIATSS civil servants or contractors with a research activity for at least 4 years or and a doctorate	7.66%
R3: Established Researcher (independent researcher-bearer, scientific coordinator of a project) E.g .: associate professor - MCF / MCU-PH, LRU researcher at MCF level, Associate at MCF level	41.63%
R4: Leading Researcher (eminent researcher in his / her field) E.g .: Full Professor - PR / PU-PH, Physicist astronomer , LRU researcher at PR level, Associate at PR level	27.03%

What type of contract do you have with Université Côte d'Azur?

Effective responses: 495 *Response rate: 84.04%*

Non permanent - CDD
25,86%

Permanent - CDI
22,83%

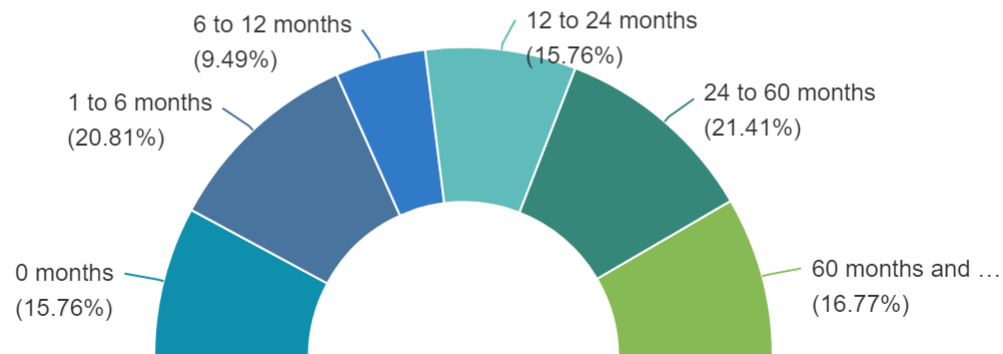Titulaire ou en stage de titularisation (Civil servant)
51,31%

Respondants profile

What is your international experience (international projects, scholarships, research internships, international mobility, presentations at international events), expressed in months, for your entire career?

Effective responses: 495   *Response rate: 84.04%*

- 6 to 12 months (9.49%)
- 12 to 24 months (15.76%)
- 1 to 6 months (20.81%)
- 24 to 60 months (21.41%)
- 0 months (15.76%)
- 60 months and … (16.77%)

What is your international experience (international projects, scholarships, research internships, international mobility, presentations at international events), expressed in months, for your entire career?

23.4

What is your area of research expertise?

Effective responses: 414   *Response rate: 87.90%*

	%
Societies, humanities, arts, letters	33.09%
Life and health sciences	14.01%
Law, political science, economics and management	17.15%
Basic and applied sciences	21.01%
Information, Communication Technologies (ICT / STIC)	13.53%
Sciences human movement	1.21%

Analysis of the level of implementation of the HRS4R label criteria by researchers of Université Côte d'Azur

Part I : Ethical & professional aspects

Université Côte d'Azur researchers enjoy freedom of thought and expression in the exercise of their research

Effective responses: 422

Response rate: 71.65%

Mean: 4.2

Standard deviation: 1.0

0.95%	4.50%	15.17%	25.36%	47.16%	6.87%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Université Côte d'Azur researchers enjoy freedom of thought and expression in the exercise of their research / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
UNIVERSITÉ CÔTE D'AZUR RESEARCHERS ENJOY FREEDOM OF THOUGHT AND EXPRESSION IN THE EXERCISE OF THEIR RESEARCH	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	4.2	4.4	4.0	4.5

■ *Elements significantly under mean* ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 4.6.
Inter variance= 4.2. Intra variance= 0.9.

Université Côte d'Azur researchers enjoy the independence of determining the methods to preserve their scientific freedom

Effective responses: 404

Mean: 4.1

Response rate: 68.59%

Standárd deviation: 1.0

0.99%	5.45%	17.33%	28.47%	39.36%	8.42%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: Université Côte d'Azur researchers enjoy the independence of determining the methods to preserve their scientific freedom / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
UNIVERSITÉ CÔTE D'AZUR RESEARCHERS ENJOY THE INDEPENDENCE OF DETERMINING THE METHODS TO PRESERVE THEIR SCIENTIFIC FREEDOM	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	4.1	4.2	3.9	4.3

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 4.5.

Inter variance= 4.3. Intra variance= 0.9.

Université Côte d'Azur researchers adhere to recognized ethical values and fundamental ethical principles that apply in their discipline(s) and demonstrate this in the exercise of their activity with their work community.

Effective responses: 402   *Response rate: 68.25%*
Mean: 4.2   *Standard deviation: 0.9*

1.49%	3.48%	11.44%	31.84%	37.81%	13.93%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Université Côte d'Azur researchers adhere to recognized ethical values and fundamental ethical principles that apply in their discipline(s) and demonstrate this in the exercise of their activity with their work community. / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR RESEARCHERS ADHERE TO RECOGNIZED ETHICAL VALUES AND FUNDAMENTAL ETHICAL PRINCIPLES THAT APPLY IN THEIR DISCIPLINE(S) AND DEMONSTRATE THIS IN THE EXERCISE OF THEIR ACTIVITY WITH THEIR WORK COMMUNITY.	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	4.2	4.5	4.1	4.2

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is not significant. p-value= 0.4 ; Fisher= 0.9.
Inter variance= 0.8. Intra variance= 0.9.

Université Côte d'Azur researchers are aware of the consequences and repercussions of plagiarism on their work and on Université Côte d'Azur and have access to anti-plagiarism software for verification

Effective responses: 401

Response rate: 68.08%

Mean: 4.2

Standard deviation: 1.0

1.50%	4.74%	13.47%	28.18%	44.64%	7.48%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: Université Côte d'Azur researchers are aware of the consequences and repercussions of plagiarism on their work and on Université Côte d'Azur and have access to anti-plagiarism software for verification / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR RESEARCHERS ARE AWARE OF THE CONSEQUENCES AND REPERCUSSIONS OF PLAGIARISM ON THEIR WORK AND ON UNIVERSITÉ CÔTE D'AZUR AND HAVE ACCESS TO ANTI-PLAGIARISM SOFTWARE FOR VERIFICATION	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	4.3	4.3	4.2	4.3

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is not significant. p-value= 0.9 ; Fisher= 0.2.

Inter variance= 0.2. Intra variance= 0.9.

Before starting their work or accessing the resources made available to them, Université Côte d'Azur researchers are aware of the strategic objectives that apply to their research, the funding mechanisms and have all the necessary authorizations.

Effective responses: 396

Mean: 3.5

Response rate: 67.23%

Standard deviation: 1.1

| 5.56% | 10.10% | 24.49% | 26.52% | 18.18% | 15.15% |

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Before starting their work or accessing the resources made available to them, Université Côte d'Azur researchers are aware of the strategic objectives that apply to their research, the funding mechanisms and have all the necessary authorizations. / What professional category do you belong to?

BEFORE STARTING THEIR WORK OR ACCESSING THE RESOURCES MADE AVAILABLE TO THEM, UNIVERSITÉ CÔTE D'AZUR RESEARCHERS ARE AWARE OF THE STRATEGIC OBJECTIVES THAT APPLY TO THEIR RESEARCH, THE FUNDING MECHANISMS AND HAVE ALL THE NECESSARY AUTHORIZATIONS.	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.5	4	3.4	3.5

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is not significant. p-value= 0.2 ; Fisher= 1.5.

Inter variance= 2.1. Intra variance= 1.4.

Université Côte d'Azur researchers are aware of national, sectoral and institutional regulations governing training and / or working conditions. This includes intellectual property rights regulations and the requirements and conditions of any sponsor or funder.

Effective responses: 395

Mean: 3.2

Response rate: 67.06%

Standard deviation: 1.2

8.61%	15.95%	27.85%	21.01%	13.67%	12.91%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Université Côte d'Azur researchers are aware of national, sectoral and institutional regulations governing training and / or working conditions. This includes intellectual property rights regulations and the requirements and conditions of any sponsor or funder. / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR RESEARCHERS ARE AWARE OF NATIONAL, SECTORAL AND INSTITUTIONAL REGULATIONS GOVERNING TRAINING AND / OR WORKING CONDITIONS. THIS INCLUDES INTELLECTUAL PROPERTY RIGHTS REGULATIONS AND THE REQUIREMENTS AND CONDITIONS OF ANY SPONSOR OR FUNDER.	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	<u>3.6</u>	<u>3.9</u>	<u>2.9</u>	3.2

■ *Elements significantly under mean* ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 6.1.

Inter variance= 8.7. Intra variance= 1.4.

Université Côte d'Azur researchers are aware of the fact that they are responsible for the efficient use of funds. They therefore adhere to the principles of sound, transparent and efficient financial management and cooperate in any audit of their research by authorized persons.

Effective responses: 394

Mean: 4.0

Response rate: 66.89%

Standard deviation: 1.1

3.05%	5.58%	14.47%	27.92%	38.32%	10.66%

● 1　● 2　● 3　● 4　● 5　● N / A - Without notice

Cross: Université Côte d'Azur researchers are aware of the fact that they are responsible for the efficient use of funds. They therefore adhere to the principles of sound, transparent and efficient financial management and cooperate in any audit of their research by authorized persons. / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
UNIVERSITÉ CÔTE D'AZUR RESEARCHERS ARE AWARE OF THE FACT THAT THEY ARE RESPONSIBLE FOR THE EFFICIENT USE OF FUNDS. THEY THEREFORE ADHERE TO THE PRINCIPLES OF SOUND, TRANSPARENT AND EFFICIENT FINANCIAL MANAGEMENT AND COOPERATE IN ANY AUDIT OF THEIR RESEARCH BY AUTHORIZED PERSONS.	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	4.1	4.4	3.8	4.2

■ *Elements significantly under mean*　■ *Elements significantly above mean*

The relationship is significant. p-value= 0.0 ; Fisher= 2.9.

Inter variance= 3.4. Intra variance= 1.2.

Université Côte d'Azur researchers have adequate means at their disposal to guarantee safety in their workplace, take the necessary health and safety precautions, meet data protection and privacy requirements and / or obtain all the necessary authorizations before starting their research work

Effective responses: 392

Mean: 3.3

Response rate: 66.55%

Standard deviation: 1.3

9.69%	14.29%	20.66%	27.30%	17.60%	10.46%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Université Côte d'Azur researchers have adequate means at their disposal to guarantee safety in their workplace, take the necessary health and safety precautions, meet data protection and privacy requirements and / or obtain all the necessary authorizations before starting their research work / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR RESEARCHERS HAVE ADEQUATE MEANS AT THEIR DISPOSAL TO GUARANTEE SAFETY IN THEIR WORKPLACE, TAKE THE NECESSARY HEALTH AND SAFETY PRECAUTIONS, MEET DATA PROTECTION AND PRIVACY REQUIREMENTS AND / OR OBTAIN ALL THE NECESSARY AUTHORIZATIONS BEFORE STARTING THEIR RESEARCH WORK	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.4	3.5	3.0	3.5

■ *Elements significantly under mean* ■ *Elements significantly above mean*

The relationship is significant. p-value= 0.0 ; Fisher= 2.9.

Inter variance= 4.6. Intra variance= 1.6.

Université Côte d'Azur researchers ensure that the results of their research are disseminated and used

Effective responses: 390

Mean: 4.3

Response rate: 66.21%

Standard deviation: 0.8

1.10% 0.79%	11.79%	32.82%	45.13%	7.44%

● 1　　● 2　　● 3　　● 4　　● 5　　● N / A - Without notice

Cross: Université Côte d'Azur researchers ensure that the results of their research are disseminated and used / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR RESEARCHERS ENSURE THAT THE RESULTS OF THEIR RESEARCH ARE DISSEMINATED AND USED	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	4.2	4.3	4.2	4.4

■ *Elements significantly under mean*　　■ *Elements significantly above mean*

The relationship is not significant. p-value= 0.4 ; Fisher= 0.9.

Inter variance= 0.7. Intra variance= 0.7.

Université Côte d'Azur researchers ensure that their research activities are brought to the attention of society as a whole and rely on the means of dissemination that allow the general public (conferences, webinars, , ...) to better understand science

Effective responses: 388

Mean: 4.0

Response rate: 65.87%

Standard deviation: 1.0

1.55%	6.19%	18.30%	32.47%	34.54%	6.96%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: Université Côte d'Azur researchers ensure that their research activities are brought to the attention of society as a whole and rely on the means of dissemination that allow the general public (conferences, webinars, , ...) to better understand science / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
UNIVERSITÉ CÔTE D'AZUR RESEARCHERS ENSURE THAT THEIR RESEARCH ACTIVITIES ARE BROUGHT TO THE ATTENTION OF SOCIETY AS A WHOLE AND RELY ON THE MEANS OF DISSEMINATION THAT ALLOW THE GENERAL PUBLIC (CONFERENCES, WEBINARS, , ...) TO BETTER UNDERSTAND SCIENCE	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	4	4.1	3.8	4.1

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is not significant. p-value= 0.2 ; Fisher= 1.7.

Inter variance= 1.7. Intra variance= 1.0.

Université Côte d'Azur researchers are not subject to any discrimination based on sex, age, ethnic, national or social origin, religion or belief, sexual orientation, handicap ...

Effective responses: 388

Mean: 3.8

Response rate: 65.87%

Standard deviation: 1.3

6.19%	10.82%	11.86%	21.91%	36.86%	12.37%

● 1　● 2　● 3　● 4　● 5　● N / A - Without notice

Cross: Université Côte d'Azur researchers are not subject to any discrimination based on sex, age, ethnic, national or social origin, religion or belief, sexual orientation, handicap ... / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR RESEARCHERS ARE NOT SUBJECT TO ANY DISCRIMINATION BASED ON SEX, AGE, ETHNIC, NATIONAL OR SOCIAL ORIGIN, RELIGION OR BELIEF, SEXUAL ORIENTATION, HANDICAP ...	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	4.0	4	3.5	4.1

■ *Elements significantly under mean*　■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 4.5.
Inter variance= 7.3. Intra variance= 1.6.

Université Côte d'Azur has evaluation systems that allow the professional performance of researchers to be evaluated transparently by an independent committee

Effective responses: 386
Mean: 2.8

Response rate: 65.53%
Standard deviation: 1.3

16.32%	12.44%	19.17%	12.44%	9.59%	30.05%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Université Côte d'Azur has evaluation systems that allow the professional performance of researchers to be evaluated transparently by an independent committee / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR HAS EVALUATION SYSTEMS THAT ALLOW THE PROFESSIONAL PERFORMANCE OF RESEARCHERS TO BE EVALUATED TRANSPARENTLY BY AN INDEPENDENT COMMITTEE	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.5	2.6	2.3	3.0

■ *Elements significantly under mean* ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 8.7.
Inter variance= 14.6. Intra variance= 1.7.

Université Côte d'Azur has ethics committees and evaluation systems that allow the assessment of compliance with ethical rules in research projects.

Effective responses: 373

Mean: 3.4

Response rate: 63.33%

Standard deviation: 1.3

8.31%	6.70%	16.35%	19.57%	15.82%	33.24%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: Université Côte d'Azur has ethics committees and evaluation systems that allow the assessment of compliance with ethical rules in research projects. / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR HAS ETHICS COMMITTEES AND EVALUATION SYSTEMS THAT ALLOW THE ASSESSMENT OF COMPLIANCE WITH ETHICAL RULES IN RESEARCH PROJECTS.	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.8	3.6	*3.0*	3.5

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is significant. p-value= 0.0 ; Fisher= 3.4.

Inter variance= 5.9. Intra variance= 1.7.

	GENDER		
	MALE	**FEMALE**	**TOTAL**
Université Côte d'Azur researchers enjoy freedom of thought and expression in the exercise of their research	4.3	4.2	4.2
Université Côte d'Azur researchers enjoy the independence of determining the methods to preserve their scientific freedom	4.1	4.1	4.1
Université Côte d'Azur researchers adhere to recognized ethical values and fundamental ethical principles that apply in their discipline(s) and demonstrate this in the exercise of their activity with their work community.	4.2	4.2	4.2
Université Côte d'Azur researchers are aware of the consequences and repercussions of plagiarism on their work and on Université Côte d'Azur and have access to anti-plagiarism software for verification	4.2	4.2	4.2
Before starting their work or accessing the resources made available to them, Université Côte d'Azur researchers are aware of the strategic objectives that apply to their research, the funding mechanisms and have all the necessary authorizations.	3.4	3.6	3.5
Université Côte d'Azur researchers are aware of national, sectoral and institutional regulations governing training and / or working conditions. This includes intellectual property rights regulations and the requirements and conditions of any sponsor or funder.	3.1	3.3	3.2
Université Côte d'Azur researchers are aware of the fact that they are responsible for the efficient use of funds. They therefore adhere to the principles of sound, transparent and efficient financial management and cooperate in any audit of their research by authorized persons.	4.0	4.1	4.0
Université Côte d'Azur researchers have adequate means at their disposal to guarantee safety in their workplace, take the necessary health and safety precautions, meet data protection and privacy requirements and / or obtain all the necessary authorizations before starting their research work	3.3	3.3	3.3
Université Côte d'Azur researchers ensure that the results of their research are disseminated and used	4.3	4.3	4.3
Université Côte d'Azur researchers ensure that their research activities are brought to the attention of society as a whole and rely on the means of dissemination that allow the general public (conferences, webinars, , ...) to better understand science	4.0	4.0	4.0
Université Côte d'Azur researchers are not subject to any discrimination based on sex, age, ethnic, national or social origin, religion or belief, sexual orientation, handicap ...	4.0	3.7	3.8
Université Côte d'Azur has evaluation systems that allow the professional performance of researchers to be evaluated transparently by an independent committee	2.6	3.1	2.8
Université Côte d'Azur has ethics committees and evaluation systems that allow the assessment of compliance with ethical rules in research projects.	3.2	3.6	3.4

	AREA OF RESEARCH EXPERTISE						
	SOCIETI... HUMANI... ARTS, LETTERS	LIFE AND HEALTH SCIENCES	LAW, POLITICAL SCIENCE, ECONO... AND MANAGE...	BASIC AND APPLIED SCIENCES	INFORM... COMMU... TECHNO... (ICT / STIC)	SCIENCES HUMAN MOVEME...	TOTAL
Université Côte d'Azur researchers enjoy freedom of thought and expression in the exercise of their research	3.9	4.5	4.4	4.2	4.3	4.2	4.2
Université Côte d'Azur researchers enjoy the independence of determining the methods to preserve their scientific freedom	3.9	4.3	4.2	4.0	4.0	4.2	4.1
Université Côte d'Azur researchers adhere to recognized ethical values and fundamental ethical principles that apply in their discipline(s) and demonstrate this in the exercise of their activity with their work community.	4.3	4.3	4.4	3.9	4.0	4.6	4.2
Université Côte d'Azur researchers are aware of the consequences and repercussions of plagiarism on their work and on Université Côte d'Azur and have access to anti-plagiarism software for verification	4.5	4.2	4.4	3.8	4.1	4	4.2
Before starting their work or accessing the resources made available to them, Université Côte d'Azur researchers are aware of the strategic objectives that apply to their research, the funding mechanisms and have all the necessary authorizations.	3.6	3.7	3.4	3.2	3.4	3.5	3.5
Université Côte d'Azur researchers are aware of national, sectoral and institutional regulations governing training and / or working conditions. This includes intellectual property rights regulations and the requirements and conditions of any sponsor or funder.	3.5	3.5	3.4	2.8	2.8	2.8	3.2
Université Côte d'Azur researchers are aware of the fact that they are responsible for the efficient use of funds. They therefore adhere to the principles of sound, transparent and efficient financial management and cooperate in any audit of their research by authorized persons.	4.3	4.4	4.5	4.0	4.2	4.4	4.3

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

	AREA OF RESEARCH EXPERTISE						
	SOCIETI... HUMANI... ARTS, LETTERS	LIFE AND HEALTH SCIENCES	LAW, POLITICAL SCIENCE, ECONOMICS AND MANAGEM...	BASIC AND APPLIED SCIENCES	INFORMAT... COMMUNI... TECHNOL... (ICT / STIC)	SCIENCES HUMAN MOVEMENT	TOTAL
Université Côte d'Azur researchers have adequate means at their disposal to guarantee safety in their workplace, take the necessary health and safety precautions, meet data protection and privacy requirements and / or obtain all the necessary authorizations before starting their research work	3.1	3.2	3.7	3.4	3.1	4	3.3
Université Côte d'Azur researchers ensure that the results of their research are disseminated and used	4.1	4.3	4.1	4.4	4.4	4.8	4.3
Université Côte d'Azur researchers ensure that their research activities are brought to the attention of society as a whole and rely on the means of dissemination that allow the general public (conferences, webinars, , ...) to better understand science	3.9	4.0	3.9	3.9	4.1	4.6	4.0
Université Côte d'Azur researchers are not subject to any discrimination based on sex, age, ethnic, national or social origin, religion or belief, sexual orientation, handicap ...	3.7	4	4.1	3.7	3.6	4.4	3.8
Université Côte d'Azur has evaluation systems that allow the professional performance of researchers to be evaluated transparently by an independent committee	2.8	3.1	3.2	2.4	2.5	3	2.8
Université Côte d'Azur has ethics committees and evaluation systems that allow the assessment of compliance with ethical rules in research projects.	3.7	3.8	3.7	2.7	2.7	4	3.4

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

Analysis of the level of implementation of the HRS4R label criteria by researchers of Université Côte d'Azur

Part II : Recruitment

*Sample information : **Total sample***
Sample size : 591 responses

Université Côte d'Azur ensures that entry and admission standards for researchers are clearly defined, particularly at the start of their careers

Effective responses: 377

Mean: 3.2

Response rate: 64.01%

Standard deviation: 1.3

10.61%	12.20%	20.42%	20.69%	15.92%	20.16%

● 1　● 2　● 3　● 4　● 5　● N / A - Without notice

Cross: Université Côte d'Azur ensures that entry and admission standards for researchers are clearly defined, particularly at the start of their careers / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
UNIVERSITÉ CÔTE D'AZUR ENSURES THAT ENTRY AND ADMISSION STANDARDS FOR RESEARCHERS ARE CLEARLY DEFINED, PARTICULARLY AT THE START OF THEIR CAREERS	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.4	3.1	2.8	3.6

■ *Elements significantly under mean*　■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 6.1.
Inter variance= 9.8. Intra variance= 1.6.

Université Côte d'Azur takes care of preventing all forms of discrimination targeting researchers during recruitment

Effective responses: 370

Response rate: 62.82%

Mean: 3.6

Standard deviation: 1.3

8.92%	6.76%	15.68%	19.19%	25.14%	24.32%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Université Côte d'Azur takes care of preventing all forms of discrimination targeting researchers during recruitment / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR TAKES CARE OF PREVENTING ALL FORMS OF DISCRIMINATION TARGETING RESEARCHERS DURING RECRUITMENT	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.7	3.4	3.3	3.9

■ *Elements significantly under mean* ■ *Elements significantly above mean*

The relationship is significant. p-value= 0.0 ; Fisher= 3.8.

Inter variance= 6.9. Intra variance= 1.8.

Université Côte d'Azur and labs ensure that non-publishing staff returns to research

Effective responses: 368

Response rate: 62.48%

Mean: 2.4

Standard deviation: 1.2

17.93%	16.85%	17.12%	9.24%	3.80%	35.05%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Université Côte d'Azur and labs ensure that non-publishing staff returns to research / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR AND LABS ENSURE THAT NON-PUBLISHING STAFF RETURNS TO RESEARCH	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	2.6	2.6	2.2	2.7

■ *Elements significantly under mean* ■ *Elements significantly above mean*

The relationship is significant. p-value= 0.0 ; Fisher= 2.7.
Inter variance= 3.9. Intra variance= 1.4.

The recruitment procedures for teachers (and) researchers implemented by Université Côte d'Azur are open, transparent

Effective responses: 365

Mean: 3.1

Response rate: 61.97%

Standard deviation: 1.4

15.34%	15.34%	18.63%	17.53%	20.00%	13.15%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: The recruitment procedures for teachers (and) researchers implemented by Université Côte d'Azur are open, transparent / What professional category do you belong to?

THE RECRUITMENT PROCEDURES FOR TEACHERS (AND) RESEARCHERS IMPLEMENTED BY UNIVERSITÉ CÔTE D'AZUR ARE OPEN, TRANSPARENT	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	2.9	2.9	2.8	3.6

🟥 *Elements significantly under mean* 🟦 *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 7.0.
Inter variance= 13.5. Intra variance= 1.9.

Job offers give a full description of the knowledge and skills required and calls for applications are closed within a reasonable time

Effective responses: 363

Mean: 3.6

Response rate: 61.63%

Standard deviation: 1.2

4.96%	8.82%	19.28%	27.27%	22.59%	17.08%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Job offers give a full description of the knowledge and skills required and calls for applications are closed within a reasonable time / What professional category do you belong to?

JOB OFFERS GIVE A FULL DESCRIPTION OF THE KNOWLEDGE AND SKILLS REQUIRED AND CALLS FOR APPLICATIONS ARE CLOSED WITHIN A REASONABLE TIME	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.6	3.9	3.4	3.8

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is not significant. p-value= 0.2 ; Fisher= 1.8.

Inter variance= 2.4. Intra variance= 1.4.

Université Côte d'Azur selection committees have a balance between men and women and include experts from different fields of research and skills

Effective responses: 363

Response rate: 61.63%

Mean: 3.8

Standard deviation: 1.2

5.23%	5.51%	14.33%	25.34%	28.65%	20.94%

● 1　● 2　● 3　● 4　● 5　● N / A - Without notice

Cross: Université Côte d'Azur selection committees have a balance between men and women and include experts from different fields of research and skills / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR SELECTION COMMITTEES HAVE A BALANCE BETWEEN MEN AND WOMEN AND INCLUDE EXPERTS FROM DIFFERENT FIELDS OF RESEARCH AND SKILLS	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.7	3.6	3.7	4.2

■ *Elements significantly under mean*　■ *Elements significantly above mean*

The relationship is significant. p-value= 0.0 ; Fisher= 2.9.

Inter variance= 3.9. Intra variance= 1.3.

Candidates for researcher positions are informed prior to selection of all selection criteria. In addition, at the end of the selection process, candidates are informed of the strengths and weaknesses of their application.

Effective responses: 365

Mean: 3.0

Response rate: 61.97%

Standard deviation: 1.3

12.60%	13.42%	20.55%	15.89%	13.15%	24.38%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: Candidates for researcher positions are informed prior to selection of all selection criteria. In addition, at the end of the selection process, candidates are informed of the strengths and weaknesses of their application. / What professional category do you belong to?

CANDIDATES FOR RESEARCHER POSITIONS ARE INFORMED PRIOR TO SELECTION OF ALL SELECTION CRITERIA. IN ADDITION, AT THE END OF THE SELECTION PROCESS, CANDIDATES ARE INFORMED OF THE STRENGTHS AND WEAKNESSES OF THEIR APPLICATION.	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.3	3.3	2.6	3.5

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 8.5.

Inter variance= 13.7. Intra variance= 1.6.

The selection process takes into consideration not only bibliometric indicators (such as number of publications) but also other aspects such as teaching experience, teamwork, knowledge transfer, management research and public awareness activities, among others

Effective responses: 364

Mean: 3.4

Response rate: 61.80%

Standard deviation: 1.4

10.71%	9.07%	15.93%	20.05%	21.43%	22.80%

● 1　● 2　● 3　● 4　● 5　● N / A - Without notice

Cross: The selection process takes into consideration not only bibliometric indicators (such as number of publications) but also other aspects such as teaching experience, teamwork, knowledge transfer, management research and public awareness activities, among others / What professional category do you belong to?

THE SELECTION PROCESS TAKES INTO CONSIDERATION NOT ONLY BIBLIOMETRIC INDICATORS (SUCH AS NUMBER OF PUBLICATIONS) BUT ALSO OTHER ASPECTS SUCH AS TEACHING EXPERIENCE, TEAMWORK, KNOWLEDGE TRANSFER, MANAGEMENT RESEARCH AND PUBLIC AWARENESS ACTIVITIES, AMONG OTHERS	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.8	3.1	3	3.9

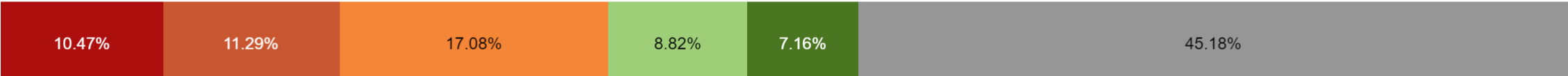■ *Elements significantly under mean*　■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 8.0.
Inter variance= 14.3. Intra variance= 1.8.

Career breaks or variations in the chronological order of CVs are not penalized

Effective responses: 363

Response rate: 61.63%

Mean: 2.8

Standard deviation: 1.3

10.47%	11.29%	17.08%	8.82%	7.16%	45.18%

- 1
- 2
- 3
- 4
- 5
- N / A - Without notice

Cross: Career breaks or variations in the chronological order of CVs are not penalized / What professional category do you belong to?

CAREER BREAKS OR VARIATIONS IN THE CHRONOLOGICAL ORDER OF CVS ARE NOT PENALIZED	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3	2.7	2.6	3.1

- *Elements significantly under mean*
- *Elements significantly above mean*

The relationship is weakly significant. p-value= 0.1 ; Fisher= 2.0.
Inter variance= 3.2. Intra variance= 1.6.

Any mobility experience (for example a stay in another country / region or in another public or private research establishment) or virtual mobility is considered during the selection process as a valuable contribution to the professional development of the researcher.

Effective responses: 362   *Response rate: 61.46%*

Mean: 3.7   *Standard deviation: 1.2*

4.70%	7.18%	13.81%	23.76%	20.44%	30.11%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Any mobility experience (for example a stay in another country / region or in another public or private research establishment) or virtual mobility is considered during the selection process as a valuable contribution to the professional development of the researcher. / What professional category do you belong to?

ANY MOBILITY EXPERIENCE (FOR EXAMPLE A STAY IN ANOTHER COUNTRY / REGION OR IN ANOTHER PUBLIC OR PRIVATE RESEARCH ESTABLISHMENT) OR VIRTUAL MOBILITY IS CONSIDERED DURING THE SELECTION PROCESS AS A VALUABLE CONTRIBUTION TO THE PROFESSIONAL DEVELOPMENT OF THE RESEARCHER.	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.8	3.4	3.4	3.9

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is significant. p-value= 0.0 ; Fisher= 3.1.

Inter variance= 4.4. Intra variance= 1.4.

Academic and professional qualifications, including in the context of international and professional mobility, are assessed appropriately

Effective responses: 362

Mean: 3.5

Response rate: 61.46%

Standard deviation: 1.3

5.52%	8.01%	13.81%	18.78%	16.02%	37.85%

● 1　● 2　● 3　● 4　● 5　● N / A - Without notice

Cross: Academic and professional qualifications, including in the context of international and professional mobility, are assessed appropriately / What professional category do you belong to?

ACADEMIC AND PROFESSIONAL QUALIFICATIONS, INCLUDING IN THE CONTEXT OF INTERNATIONAL AND PROFESSIONAL MOBILITY, ARE ASSESSED APPROPRIATELY	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.6	3.5	3.1	3.8

■ Elements significantly under mean　■ Elements significantly above mean

The relationship is very significant. p-value= < 0,01 ; Fisher= 4.0.
Inter variance= 6.1. Intra variance= 1.5.

During Université Côte d'Azur's calls for applications, the required qualification levels correspond to the requirements of the position and do not serve to limit access to the position. Since professional qualifications can be acquired, the professional development of the candidate throughout their career is also recognized.

Effective responses: 362
Mean: 3.4

Response rate: 61.46%
Standard deviation: 1.3

6.63%	11.33%	11.88%	19.61%	15.47%	35.08%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice
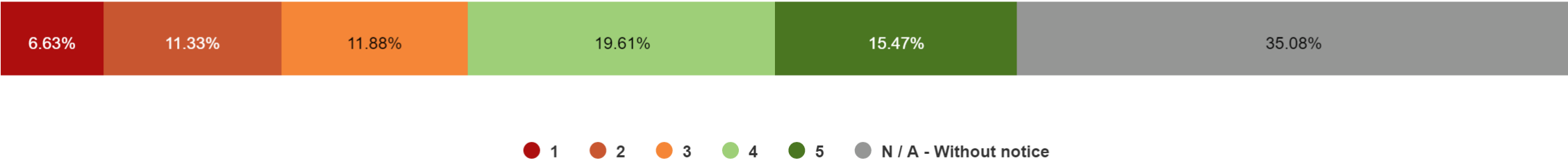
Cross: During Université Côte d'Azur's calls for applications, the required qualification levels correspond to the requirements of the position and do not serve to limit access to the position. Since professional qualifications can be acquired, the professional development of the candidate throughout their career is also recognized. / What professional category do you belong to?

DURING UNIVERSITÉ CÔTE D'AZUR'S CALLS FOR APPLICATIONS, THE REQUIRED QUALIFICATION LEVELS CORRESPOND TO THE REQUIREMENTS OF THE POSITION AND DO NOT SERVE TO LIMIT ACCESS TO THE POSITION. SINCE PROFESSIONAL QUALIFICATIONS CAN BE ACQUIRED, THE PROFESSIONAL DEVELOPMENT OF THE CANDIDATE THROUGHOUT THEIR CAREER IS ALSO RECOGNIZED.	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.8	3	3.1	3.7

■ *Elements significantly under mean* ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 3.9.
Inter variance= 6.3. Intra variance= 1.6.

Is the transitory nature of the post-doctoral status defined and guaranteed by the recruitment procedures of Université Côte d'Azur?

Effective responses: 354

Mean: 3.2

Response rate: 60.10%

Standard deviation: 1.3

6.50%	8.19%	11.02%	11.30%	8.47%	54.52%
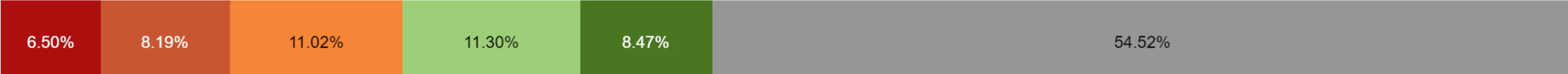
● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Is the transitory nature of the post-doctoral status defined and guaranteed by the recruitment procedures of Université Côte d'Azur? / What professional category do you belong to?

IS THE TRANSITORY NATURE OF THE POST-DOCTORAL STATUS DEFINED AND GUARANTEED BY THE RECRUITMENT PROCEDURES OF UNIVERSITÉ CÔTE D'AZUR?	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	2.5	3.1	3.0	3.8

■ *Elements significantly under mean* ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 6.2.
Inter variance= 9.7. Intra variance= 1.6.

	GENDER		
	MALE	**FEMALE**	**TOTAL**
Université Côte d'Azur ensures that entry and admission standards for researchers are clearly defined, particularly at the start of their careers	3.2	3.3	3.2
Université Côte d'Azur takes care of preventing all forms of discrimination targeting researchers during recruitment	3.7	3.5	3.6
Université Côte d'Azur and labs ensure that non-publishing staff returns to research	2.4	2.5	2.4
The recruitment procedures for teachers (and) researchers implemented by Université Côte d'Azur are open, transparent	3.2	3.0	3.1
Job offers give a full description of the knowledge and skills required and calls for applications are closed within a reasonable time	3.6	3.7	3.6
Université Côte d'Azur selection committees have a balance between men and women and include experts from different fields of research and skills	4.0	3.7	3.8
Candidates for researcher positions are informed prior to selection of all selection criteria. In addition, at the end of the selection process, candidates are informed of the strengths and weaknesses of their application.	3.0	3.1	3.0
The selection process takes into consideration not only bibliometric indicators (such as number of publications) but also other aspects such as teaching experience, teamwork, knowledge transfer, management research and public awareness activities, among others	3.3	3.5	3.4
Career breaks or variations in the chronological order of CVs are not penalized	2.9	2.8	2.8
Any mobility experience (for example a stay in another country / region or in another public or private research establishment) or virtual mobility is considered during the selection process as a valuable contribution to the professional development of the researcher.	3.6	3.8	3.7
Academic and professional qualifications, including in the context of international and professional mobility, are assessed appropriately	3.4	3.6	3.5
During Université Côte d'Azur's calls for applications, the required qualification levels correspond to the requirements of the position and do not serve to limit access to the position. Since professional qualifications can be acquired, the professional development of the candidate throughout their career is also recognized.	3.6	3.3	3.4
Is the transitory nature of the post-doctoral status defined and guaranteed by the recruitment procedures of Université Côte d'Azur?	3.3	3.0	3.2

🟥 *Elements significantly under mean*   🟦 *Elements significantly above mean*

	AREA OF RESEARCH EXPERTISE						
	SOCIETI... HUMANI... ARTS, LETTERS	LIFE AND HEALTH SCIENCES	LAW, POLITICAL SCIENCE, ECONOMICS AND MANAGEM...	BASIC AND APPLIED SCIENCES	INFORMATI... COMMUNIC... TECHNOLO... (ICT / STIC)	SCIENCES HUMAN MOVEMENT	TOTAL
Université Côte d'Azur ensures that entry and admission standards for researchers are clearly defined, particularly at the start of their careers	3.1	3.7	3.4	2.9	3	3.8	3.2
Université Côte d'Azur takes care of preventing all forms of discrimination targeting researchers during recruitment	3.5	3.9	3.7	3.3	3.6	4.3	3.6
Université Côte d'Azur and labs ensure that non-publishing staff returns to research	2.5	2.5	2.5	2.1	2.4	3	2.4
The recruitment procedures for teachers (and) researchers implemented by Université Côte d'Azur are open, transparent	3.0	3.2	3.4	2.9	3	4.2	3.1
Job offers give a full description of the knowledge and skills required and calls for applications are closed within a reasonable time	3.4	3.9	3.7	3.7	3.3	4.4	3.6
Université Côte d'Azur selection committees have a balance between men and women and include experts from different fields of research and skills	3.8	4.0	4.0	3.8	3.7	4.5	3.9
Candidates for researcher positions are informed prior to selection of all selection criteria. In addition, at the end of the selection process, candidates are informed of the strengths and weaknesses of their application.	3.0	3.7	3.0	2.8	2.8	3.5	3.1

🟥 *Elements significantly under mean*   🟦 *Elements significantly above mean*

	AREA OF RESEARCH EXPERTISE						
	SOCIETI... HUMANI... ARTS, LETTERS	LIFE AND HEALTH SCIENCES	LAW, POLITICAL SCIENCE, ECONOMICS AND MANAGEM...	BASIC AND APPLIED SCIENCES	INFORMATI... COMMUNIC... TECHNOLO... (ICT / STIC)	SCIENCES HUMAN MOVEMENT	TOTAL
The selection process takes into consideration not only bibliometric indicators (such as number of publications) but also other aspects such as teaching experience, teamwork, knowledge transfer, management research and public awareness activities, among others	3.9	4.2	3.8	3.6	4.2	4.4	3.9
Career breaks or variations in the chronological order of CVs are not penalized	4.1	4.4	4.3	4.1	4.4	4	4.2
Any mobility experience (for example a stay in another country / region or in another public or private research establishment) or virtual mobility is considered during the selection process as a valuable contribution to the professional development of the researcher.	4.3	4.7	4.3	4.0	4.2	5.4	4.3
Academic and professional qualifications, including in the context of international and professional mobility, are assessed appropriately	4.3	4.7	4.4	4.3	4.5	5	4.4
During Université Côte d'Azur's calls for applications, the required qualification levels correspond to the requirements of the position and do not serve to limit access to the position. Since professional qualifications can be acquired, the professional development of the candidate throughout their career is also recognized.	4.2	4.3	4.6	4.2	4.5	4.8	4.3
Is the transitory nature of the post-doctoral status defined and guaranteed by the recruitment procedures of Université Côte d'Azur?	4.6	5	4.6	4.8	5.5	4.8	4.8

🟪 *Elements significantly under mean*　🟦 *Elements significantly above mean*

Analysis of the level of implementation of the HRS4R label criteria by researchers of Université Côte d'Azur

Part III : Working conditions

All researchers engaged in a research career at Université Côte d'Azur are recognized as professionals regardless of their level and have a contract

Effective responses: 349

Response rate: 59.25%

Mean: 3.8

Standard deviation: 1.3

8.02%	7.16%	10.89%	23.21%	31.23%	19.48%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: All researchers engaged in a research career at Université Côte d'Azur are recognized as professionals regardless of their level and have a contract / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
ALL RESEARCHERS ENGAGED IN A RESEARCH CAREER AT UNIVERSITÉ CÔTE D'AZUR ARE RECOGNIZED AS PROFESSIONALS REGARDLESS OF THEIR LEVEL AND HAVE A CONTRACT	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.7	3.2	3.7	3.9

■ *Elements significantly under mean*　　■ *Elements significantly above mean*

The relationship is not significant. p-value= 0.3 ; Fisher= 1.2.
Inter variance= 2.2. Intra variance= 1.8.

Université Côte d'Azur ensures that the research environment and research training is particularly stimulating, in particular by facilitating the creation of collaborative research networks

Effective responses: 340

Response rate: 57.72%

Mean: 3.1

Standard deviation: 1.3

13.53%	14.71%	26.18%	22.65%	15.29%	7.65%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: Université Côte d'Azur ensures that the research environment and research training is particularly stimulating, in particular by facilitating the creation of collaborative research networks / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR ENSURES THAT THE RESEARCH ENVIRONMENT AND RESEARCH TRAINING IS PARTICULARLY STIMULATING, IN PARTICULAR BY FACILITATING THE CREATION OF COLLABORATIVE RESEARCH NETWORKS	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.1	2.8	2.9	3.3

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is weakly significant. p-value= 0.1 ; Fisher= 2.3.
Inter variance= 3.8. Intra variance= 1.6.

Université Côte d'Azur ensures that working conditions are flexible enough to allow researchers to carry out their work successfully and to reconcile professional and family life

Effective responses: 341

Mean: 3.3

Response rate: 57.89%

Standard deviation: 1.4

14.37%	12.02%	18.18%	23.17%	24.34%	7.92%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: Université Côte d'Azur ensures that working conditions are flexible enough to allow researchers to carry out their work successfully and to reconcile professional and family life / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
UNIVERSITÉ CÔTE D'AZUR ENSURES THAT WORKING CONDITIONS ARE FLEXIBLE ENOUGH TO ALLOW RESEARCHERS TO CARRY OUT THEIR WORK SUCCESSFULLY AND TO RECONCILE PROFESSIONAL AND FAMILY LIFE	**R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE**	**R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE**	**R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL**	**R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL**
Mean	<u>3.9</u>	2.8	2.9	3.3

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 6.2.

Inter variance= 11.9. Intra variance= 1.9.

Université Côte d'Azur ensures that the work of researchers is not compromised by the precariousness of employment contracts

Effective responses: 342   *Response rate: 58.06%*

Mean: 2.8   *Standard deviation: 1.3*

16.96%	16.08%	19.30%	15.20%	9.06%	23.39%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: Université Côte d'Azur ensures that the work of researchers is not compromised by the precariousness of employment contracts / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
UNIVERSITÉ CÔTE D'AZUR ENSURES THAT THE WORK OF RESEARCHERS IS NOT COMPROMISED BY THE PRECARIOUSNESS OF EMPLOYMENT CONTRACTS	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	2.7	2.3	2.6	3.1

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is weakly significant. p-value= 0.1 ; Fisher= 2.1.

Inter variance= 3.6. Intra variance= 1.7.

Université Côte d'Azur ensures that researchers benefit from fair and attractive conditions in terms of funding and / or salaries, accompanied by adequate provisions in terms of social protection

Effective responses: 342
Mean: 2.8

Response rate: 58.06%
Standard deviation: 1.3
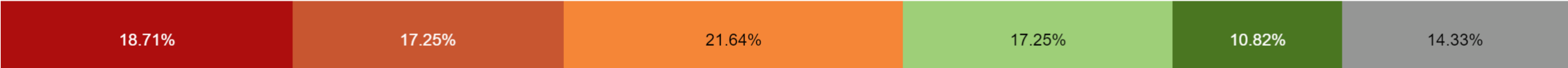
18.71%	17.25%	21.64%	17.25%	10.82%	14.33%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Université Côte d'Azur ensures that researchers benefit from fair and attractive conditions in terms of funding and / or salaries, accompanied by adequate provisions in terms of social protection / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR ENSURES THAT RESEARCHERS BENEFIT FROM FAIR AND ATTRACTIVE CONDITIONS IN TERMS OF FUNDING AND / OR SALARIES, ACCOMPANIED BY ADEQUATE PROVISIONS IN TERMS OF SOCIAL PROTECTION	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.0	2.4	2.4	3.1

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 4.5.
Inter variance= 7.8. Intra variance= 1.7.

Université Côte d'Azur aims for gender equality at all staff levels and implements an equal opportunities policy when recruiting

Effective responses: 342

Mean: 3.7

Response rate: 58.06%

Standard deviation: 1.3

8.19%	5.56%	13.16%	21.35%	24.56%	27.19%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: Université Côte d'Azur aims for gender equality at all staff levels and implements an equal opportunities policy when recruiting / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
UNIVERSITÉ CÔTE D'AZUR AIMS FOR GENDER EQUALITY AT ALL STAFF LEVELS AND IMPLEMENTS AN EQUAL OPPORTUNITIES POLICY WHEN RECRUITING	**R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE**	**R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE**	**R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL**	**R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL**
Mean	**4**	**3.4**	**3.1**	**4.2**

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 11.3.
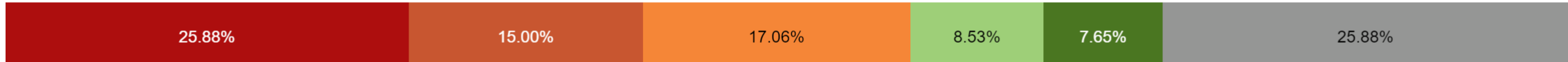
Inter variance= 16.9. Intra variance= 1.5.

A specific career development strategy has been established to support researchers at all stages of their careers and mentors are available to motivate them and help reduce any insecurity regarding their professional future.

Effective responses: 340

Mean: 2.4

Response rate: 57.72%

Standard deviation: 1.3

25.88%	15.00%	17.06%	8.53%	7.65%	25.88%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: A specific career development strategy has been established to support researchers at all stages of their careers and mentors are available to motivate them and help reduce any insecurity regarding their professional future. / What professional category do you belong to?

A SPECIFIC CAREER DEVELOPMENT STRATEGY HAS BEEN ESTABLISHED TO SUPPORT RESEARCHERS AT ALL STAGES OF THEIR CAREERS AND MENTORS ARE AVAILABLE TO MOTIVATE THEM AND HELP REDUCE ANY INSECURITY REGARDING THEIR PROFESSIONAL FUTURE.	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.2	2	1.9	2.5

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 10.6.

Inter variance= 15.7. Intra variance= 1.5.

Université Côte d'Azur recognizes the value of geographic, intersectoral, interdisciplinary, transdisciplinary and virtual mobility

Effective responses: 337   *Response rate: 57.22%*

Mean: 3.3   *Standard deviation: 1.3*

9.79%	8.61%	16.91%	20.18%	15.43%	29.08%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: Université Côte d'Azur recognizes the value of geographic, intersectoral, interdisciplinary, transdisciplinary and virtual mobility / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR RECOGNIZES THE VALUE OF GEOGRAPHIC, INTERSECTORAL, INTERDISCIPLINARY, TRANSDISCIPLINARY AND VIRTUAL MOBILITY	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	<u>3.8</u>	3	<u>2.8</u>	3.5

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 7.6.
Inter variance= 11.8. Intra variance= 1.6.

Université Côte d'Azur offers career guidance advice to researchers and helps them find employment at all stages of their careers

Effective responses: 336

Response rate: 57.05%

Mean: 2.2

Standard deviation: 1.3

27.38%	17.56%	14.88%	7.44%	5.06%	27.68%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Université Côte d'Azur offers career guidance advice to researchers and helps them find employment at all stages of their careers / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
UNIVERSITÉ CÔTE D'AZUR OFFERS CAREER GUIDANCE ADVICE TO RESEARCHERS AND HELPS THEM FIND EMPLOYMENT AT ALL STAGES OF THEIR CAREERS	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.0	1.7	1.8	2.3

■ *Elements significantly under mean*　■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 9.4.
Inter variance= 12.7. Intra variance= 1.4.

Université Côte d'Azur ensures that researchers, at all stages of their careers, reap the benefits of exploiting their R&D results by specifying which rights belong to researchers, their employers or other parties

Effective responses: 338

Mean: 2.9

Response rate: 57.39%

Standard deviation: 1.3

12.13%	10.95%	15.98%	12.43%	8.58%	39.94%

● 1　● 2　● 3　● 4　● 5　● N / A - Without notice

Cross: Université Côte d'Azur ensures that researchers, at all stages of their careers, reap the benefits of exploiting their R&D results by specifying which rights belong to researchers, their employers or other parties / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR ENSURES THAT RESEARCHERS, AT ALL STAGES OF THEIR CAREERS, REAP THE BENEFITS OF EXPLOITING THEIR R&D RESULTS BY SPECIFYING WHICH RIGHTS BELONG TO RESEARCHERS, THEIR EMPLOYERS OR OTHER PARTIES	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.6	2.6	2.5	3.1

■ Elements significantly under mean　　■ Elements significantly above mean

The relationship is very significant. p-value= < 0,01 ; Fisher= 5.3.
Inter variance= 8.8. Intra variance= 1.7.

Researchers have knowledge of the rules, practices and procedures necessary for them to have the right to be recognized and to be named and / or cited on the basis of their actual contributions

Effective responses: 336

Response rate: 57.05%

Mean: 3.1

Standard deviation: 1.2

8.63%	16.07%	19.94%	18.75%	12.50%	24.11%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: Researchers have knowledge of the rules, practices and procedures necessary for them to have the right to be recognized and to be named and / or cited on the basis of their actual contributions / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
RESEARCHERS HAVE KNOWLEDGE OF THE RULES, PRACTICES AND PROCEDURES NECESSARY FOR THEM TO HAVE THE RIGHT TO BE RECOGNIZED AND TO BE NAMED AND / OR CITED ON THE BASIS OF THEIR ACTUAL CONTRIBUTIONS	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT … LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.8	2.8	2.7	3.3

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 9.3.
Inter variance= 12.9. Intra variance= 1.4.

For researchers, teaching is considered a rewarding option in the professional career and Université Côte d'Azur ensures that the load is not excessive to the point of preventing researchers from carrying out their studies and their research activities

Effective responses: 334

Mean: 2.5

Response rate: 56.71%

Standard deviation: 1.4

30.24%	14.67%	19.16%	9.28%	11.68%	14.97%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: For researchers, teaching is considered a rewarding option in the professional career and Université Côte d'Azur ensures that the load is not excessive to the point of preventing researchers from carrying out their studies and their research activities / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
FOR RESEARCHERS, TEACHING IS CONSIDERED A REWARDING OPTION IN THE PROFESSIONAL CAREER AND UNIVERSITÉ CÔTE D'AZUR ENSURES THAT THE LOAD IS NOT EXCESSIVE TO THE POINT OF PREVENTING RESEARCHERS FROM CARRYING OUT THEIR STUDIES AND THEIR RESEARCH ACTIVITIES	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	<u>3.0</u>	2.6	2.0	2.6

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 5.9.

Inter variance= 11.6. Intra variance= 2.0.

Appropriate procedures exist to confidentially and informally deal with complaints / appeals from researchers in order to resolve work-related conflicts, disputes and complaints

Effective responses: 333

Mean: 2.8

Response rate: 56.54%

Standard deviation: 1.4

15.92%	11.11%	13.21%	12.61%	9.61%	37.54%

● 1　● 2　● 3　● 4　● 5　● N / A - Without notice

Cross: Appropriate procedures exist to confidentially and informally deal with complaints / appeals from researchers in order to resolve work-related conflicts, disputes and complaints / What professional category do you belong to?

APPROPRIATE PROCEDURES EXIST TO CONFIDENTIALLY AND INFORMALLY DEAL WITH COMPLAINTS / APPEALS FROM RESEARCHERS IN ORDER TO RESOLVE WORK-RELATED CONFLICTS, DISPUTES AND COMPLAINTS	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	2.7	2.1	2.3	3.5

■ *Elements significantly under mean*　■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 10.1.

Inter variance= 17.7. Intra variance= 1.7.

Université Côte d'Azur recognizes that researchers must be represented in the appropriate bodies of information, consultation and decision-making

Effective responses: 329

Mean: 3.6

Response rate: 55.86%

Standard deviation: 1.3

8.81%	8.81%	11.85%	26.75%	23.71%	20.06%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: Université Côte d'Azur recognizes that researchers must be represented in the appropriate bodies of information, consultation and decision-making / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR RECOGNIZES THAT RESEARCHERS MUST BE REPRESENTED IN THE APPROPRIATE BODIES OF INFORMATION, CONSULTATION AND DECISION-MAKING	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.8	4	3.2	3.9

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 5.3.

Inter variance= 8.7. Intra variance= 1.7.

	GENDER		
	MALE	**FEMALE**	**TOTAL**
All researchers engaged in a research career at Université Côte d'Azur are recognized as professionals regardless of their level and have a contract	3.8	3.8	3.8
Université Côte d'Azur ensures that the research environment and research training is particularly stimulating, in particular by facilitating the creation of collaborative research networks	3.0	3.2	3.1
Université Côte d'Azur ensures that working conditions are flexible enough to allow researchers to carry out their work successfully and to reconcile professional and family life	3.4	3.3	3.3
Université Côte d'Azur ensures that the work of researchers is not compromised by the precariousness of employment contracts	2.8	2.8	2.8
Université Côte d'Azur ensures that researchers benefit from fair and attractive conditions in terms of funding and / or salaries, accompanied by adequate provisions in terms of social protection	2.7	2.9	2.8
Université Côte d'Azur aims for gender equality at all staff levels and implements an equal opportunities policy when recruiting	3.9	3.4	3.7
A specific career development strategy has been established to support researchers at all stages of their careers and mentors are available to motivate them and help reduce any insecurity regarding their professional future.	2.3	2.5	2.4
Université Côte d'Azur recognizes the value of geographic, intersectoral, interdisciplinary, transdisciplinary and virtual mobility	3.2	3.4	3.3
Université Côte d'Azur offers career guidance advice to researchers and helps them find employment at all stages of their careers	2.2	2.3	2.2
Université Côte d'Azur ensures that researchers, at all stages of their careers, reap the benefits of exploiting their R&D results by specifying which rights belong to researchers, their employers or other parties	2.8	3.0	2.9
Researchers have knowledge of the rules, practices and procedures necessary for them to have the right to be recognized and to be named and / or cited on the basis of their actual contributions	3.1	3.2	3.1
For researchers, teaching is considered a rewarding option in the professional career and Université Côte d'Azur ensures that the load is not excessive to the point of preventing researchers from carrying out their studies and their research activities	2.4	2.6	2.5
Appropriate procedures exist to confidentially and informally deal with complaints / appeals from researchers in order to resolve work-related conflicts, disputes and complaints	2.8	2.8	2.8
Université Côte d'Azur recognizes that researchers must be represented in the appropriate bodies of information, consultation and decision-making	3.5	3.7	3.6

🟥 *Elements significantly under mean*   🟦 *Elements significantly above mean*

	SOCIETI... HUMANI... ARTS, LETTERS	LIFE AND HEALTH SCIENCES	LAW, POLITICAL SCIENCE, ECONOMICS AND MANAGEM...	BASIC AND APPLIED SCIENCES	INFORMATI... COMMUNIC... TECHNOLO... (ICT / STIC)	SCIENCES HUMAN MOVEMENT	TOTAL
			AREA OF RESEARCH EXPERTISE				
All researchers engaged in a research career at Université Côte d'Azur are recognized as professionals regardless of their level and have a contract	3.4	3.9	3.4	4.1	3.9	4	3.7
Université Côte d'Azur ensures that the research environment and research training is particularly stimulating, in particular by facilitating the creation of collaborative research networks	2.9	3.3	3.1	3.2	2.7	4	3.1
Université Côte d'Azur ensures that working conditions are flexible enough to allow researchers to carry out their work successfully and to reconcile professional and family life	2.6	3.6	3.5	3.8	2.8	4	3.2
Université Côte d'Azur ensures that the work of researchers is not compromised by the precariousness of employment contracts	2.4	2.7	3.1	3.2	2.7	3.8	2.8
Université Côte d'Azur ensures that researchers benefit from fair and attractive conditions in terms of funding and / or salaries, accompanied by adequate provisions in terms of social protection	2.4	2.9	2.9	2.9	2.7	3.8	2.7
Université Côte d'Azur aims for gender equality at all staff levels and implements an equal opportunities policy when recruiting	3.4	4.1	3.9	3.6	3.7	4.3	3.7
A specific career development strategy has been established to support researchers at all stages of their careers and mentors are available to motivate them and help reduce any insecurity regarding their professional future.	2.3	2.6	2.4	2.0	2.3	3.8	2.3

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

	AREA OF RESEARCH EXPERTISE						
	SOCIETI... HUMANI... ARTS, LETTERS	LIFE AND HEALTH SCIENCES	LAW, POLITICAL SCIENCE, ECONOMICS AND MANAGEM...	BASIC AND APPLIED SCIENCES	INFORMAT... COMMUNI... TECHNOL... (ICT / STIC)	SCIENCES HUMAN MOVEMENT	TOTAL
Université Côte d'Azur recognizes the value of geographic, intersectoral, interdisciplinary, transdisciplinary and virtual mobility	3.2	4.0	3.1	3.0	3.3	3.6	3.2
Université Côte d'Azur offers career guidance advice to researchers and helps them find employment at all stages of their careers	2.1	2.4	2.3	2.1	2.0	3	2.2
Université Côte d'Azur ensures that researchers, at all stages of their careers, reap the benefits of exploiting their R&D results by specifying which rights belong to researchers, their employers or other parties	2.8	3.3	3.0	2.9	2.7	3.3	2.9
Researchers have knowledge of the rules, practices and procedures necessary for them to have the right to be recognized and to be named and / or cited on the basis of their actual contributions	3.2	3.2	3.2	3.0	2.7	3.8	3.1
For researchers, teaching is considered a rewarding option in the professional career and Université Côte d'Azur ensures that the load is not excessive to the point of preventing researchers from carrying out their studies and their research activities	2.5	2.5	2.7	2.2	1.9	3.8	2.4
Appropriate procedures exist to confidentially and informally deal with complaints / appeals from researchers in order to resolve work-related conflicts, disputes and complaints	2.7	2.9	3.2	2.7	2.3	4	2.8
Université Côte d'Azur recognizes that researchers must be represented in the appropriate bodies of information, consultation and decision-making	3.4	4.0	3.9	3.4	3.3	4.4	3.6

■ Elements significantly under mean   ■ Elements significantly above mean

UNIVERSITÉ
CÔTE D'AZUR
HRS4R
THE HUMAN RESOURCES
STRATEGY FOR RESEARCHERS

Analysis of the level of implementation of the HRS4R label criteria by researchers of Université Côte d'Azur

Part IV : Training

Université Côte d'Azur researchers in the training phase have regular and organized meetings with their PhDs / internship supervisor(s)

Effective responses: 345

Mean: 3.8

Response rate: 58.57%

Standard deviation: 1.2

5.22%	6.67%	12.46%	29.57%	26.09%	20.00%

● 1　● 2　● 3　● 4　● 5　● N / A - Without notice

Cross: Université Côte d'Azur researchers in the training phase have regular and organized meetings with their PhDs / internship supervisor(s) / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR RESEARCHERS IN THE TRAINING PHASE HAVE REGULAR AND ORGANIZED MEETINGS WITH THEIR PHDS / INTERNSHIP SUPERVISOR(S)	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.6	3.6	3.7	4.2

■ *Elements significantly under mean*　■ *Elements significantly above mean*

The relationship is significant. p-value= 0.0 ; Fisher= 3.3.

Inter variance= 4.3. Intra variance= 1.3.

Experienced researchers devote themselves adequately to their supervisory role and develop constructive and positive relationships with early-career researchers

Effective responses: 342

Response rate: 58.06%

Mean: 3.6

Standard deviation: 1.1

5.85%	8.48%	18.71%	34.21%	20.76%	11.99%
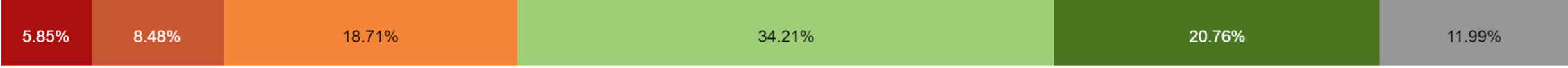
● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Experienced researchers devote themselves adequately to their supervisory role and develop constructive and positive relationships with early-career researchers / What professional category do you belong to?

EXPERIENCED RESEARCHERS DEVOTE THEMSELVES ADEQUATELY TO THEIR SUPERVISORY ROLE AND DEVELOP CONSTRUCTIVE AND POSITIVE RELATIONSHIPS WITH EARLY-CAREER RESEARCHERS	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.7	3.4	3.4	3.9

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is very significant. p-value= < 0,01 ; Fisher= 4.0.
Inter variance= 5.1. Intra variance= 1.3.

The research units implement appropriate systems to welcome and support researchers upon their arrival

Effective responses: 337

Mean: 3.4

Response rate: 57.22%

Standard deviation: 1.3

10.39%	12.46%	20.77%	26.41%	21.96%	8.01%

● 1   ● 2   ● 3   ● 4   ● 5   ● N / A - Without notice

Cross: The research units implement appropriate systems to welcome and support researchers upon their arrival / What professional category do you belong to?

THE RESEARCH UNITS IMPLEMENT APPROPRIATE SYSTEMS TO WELCOME AND SUPPORT RESEARCHERS UPON THEIR ARRIVAL	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.2	3.4	3.2	3.7

■ *Elements significantly under mean*   ■ *Elements significantly above mean*

The relationship is significant. p-value= 0.0 ; Fisher= 3.8.

Inter variance= 6.1. Intra variance= 1.6.

Université Côte d'Azur provides training facilities (workshops, conferences, etc.) allowing each researcher to continuously improve by updating and developing his / her skills

Effective responses: 339

Response rate: 57.56%

Mean: 3.6

Standard deviation: 1.2

5.90%	11.50%	21.83%	29.20%	22.71%	8.85%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Université Côte d'Azur provides training facilities (workshops, conferences, etc.) allowing each researcher to continuously improve by updating and developing his / her skills / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
UNIVERSITÉ CÔTE D'AZUR PROVIDES TRAINING FACILITIES (WORKSHOPS, CONFERENCES, ETC.) ALLOWING EACH RESEARCHER TO CONTINUOUSLY IMPROVE BY UPDATING AND DEVELOPING HIS / HER SKILLS	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.6	3.1	3.5	3.8

■ *Elements significantly under mean* ■ *Elements significantly above mean*

The relationship is not significant. p-value= 0.2 ; Fisher= 1.7.
Inter variance= 2.3. Intra variance= 1.4.

Université Côte d'Azur ensures that all researchers have the opportunity to improve their CVs by giving them access to the means to continue to develop their skills and competences

Effective responses: 339

Mean: 3.3

Response rate: 57.56%

Standard deviation: 1.2

8.85%	14.75%	22.71%	22.42%	16.52%	14.75%

● 1 ● 2 ● 3 ● 4 ● 5 ● N / A - Without notice

Cross: Université Côte d'Azur ensures that all researchers have the opportunity to improve their CVs by giving them access to the means to continue to develop their skills and competences / What professional category do you belong to?

	CATÉGORIE PROFESSIONNELLE			
UNIVERSITÉ CÔTE D'AZUR ENSURES THAT ALL RESEARCHERS HAVE THE OPPORTUNITY TO IMPROVE THEIR CVS BY GIVING THEM ACCESS TO THE MEANS TO CONTINUE TO DEVELOP THEIR SKILLS AND COMPETENCES	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.6	3.1	3.0	3.4

■ *Elements significantly under mean* ■ *Elements significantly above mean*

The relationship is significant. p-value= 0.0 ; Fisher= 2.8.

Inter variance= 4.4. Intra variance= 1.6.

*Sample information : **Total sample***
Sample size : 591 responses

Université Côte d'Azur ensures that a clearly identified person, the PhD or post-doc supervisor, expert in his / her field, is able to offer the appropriate support to the researcher in training

Effective responses: 337 　　　　　　　　　　　　*Response rate: 57.22%*
Mean: 3.6 　　　　　　　　　　　　　　　　*Standard deviation: 1.2*
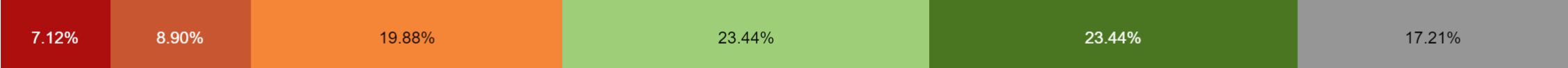
7.12%	8.90%	19.88%	23.44%	23.44%	17.21%

● 1　● 2　● 3　● 4　● 5　● N / A - Without notice

Cross: Université Côte d'Azur ensures that a clearly identified person, the PhD or post-doc supervisor, expert in his / her field, is able to offer the appropriate support to the researcher in training / What professional category do you belong to?

UNIVERSITÉ CÔTE D'AZUR ENSURES THAT A CLEARLY IDENTIFIED PERSON, THE PHD OR POST-DOC SUPERVISOR, EXPERT IN HIS / HER FIELD, IS ABLE TO OFFER THE APPROPRIATE SUPPORT TO THE RESEARCHER IN TRAINING	CATÉGORIE PROFESSIONNELLE			
	R1: FIRST STAGE RESEARCHER (UP TO A DOCTORATE) E.G .: CONTRACTUAL PHD STUDENT, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A DIPLOMA TO START A DOCTORATE	R2: RECOGNISED RESEARCHER (DOCTOR OR EQUIVALENT NOT FULLY INDEPENDENT) E.G .:ASSISTANT PROFESSOR - POST-DOC, ATER, BIATSS CIVIL SERVANTS OR CONTRACTORS WITH A RESEARCH ACTIVITY FOR AT LEAST 4 YEARS OR AND A DOCTORATE	R3: ESTABLISHED RESEARCHER (INDEPENDENT RESEARCHER-BEARER, SCIENTIFIC COORDINATOR OF A PROJECT) E.G .: ASSOCIATE PROFESSOR - MCF / MCU-PH, LRU RESEARCHER AT MCF LEVEL, ASSOCIATE AT MCF LEVEL	R4: LEADING RESEARCHER (EMINENT RESEARCHER IN HIS / HER FIELD) E.G .: FULL PROFESSOR - PR / PU-PH, PHYSICIST ASTRONOMER , LRU RESEARCHER AT PR LEVEL, ASSOCIATE AT PR LEVEL
Mean	3.8	3.4	*3.2*	3.7

■ *Elements significantly under mean*　■ *Elements significantly above mean*

The relationship is significant. p-value= 0.0 ; Fisher= 3.5.
Inter variance= 5.4. Intra variance= 1.5.

	GENDER		
	MALE	**FEMALE**	**TOTAL**
Université Côte d'Azur researchers in the training phase have regular and organized meetings with their PhDs / internship supervisor(s)	**3.8**	**3.8**	**3.8**
Experienced researchers devote themselves adequately to their supervisory role and develop constructive and positive relationships with early-career researchers	**3.5**	**3.8**	**3.6**
The research units implement appropriate systems to welcome and support researchers upon their arrival	**3.3**	**3.5**	**3.4**
Université Côte d'Azur provides training facilities (workshops, conferences, etc.) allowing each researcher to continuously improve by updating and developing his / her skills	**3.5**	**3.6**	**3.6**
Université Côte d'Azur ensures that all researchers have the opportunity to improve their CVs by giving them access to the means to continue to develop their skills and competences	**3.2**	**3.3**	**3.3**
Université Côte d'Azur ensures that a clearly identified person, the PhD or post-doc supervisor, expert in his / her field, is able to offer the appropriate support to the researcher in training	**3.5**	**3.6**	**3.6**
TOTAL	**3.5**	**3.6**	**3.5**

🟥 *Elements significantly under mean*   🟦 *Elements significantly above mean*
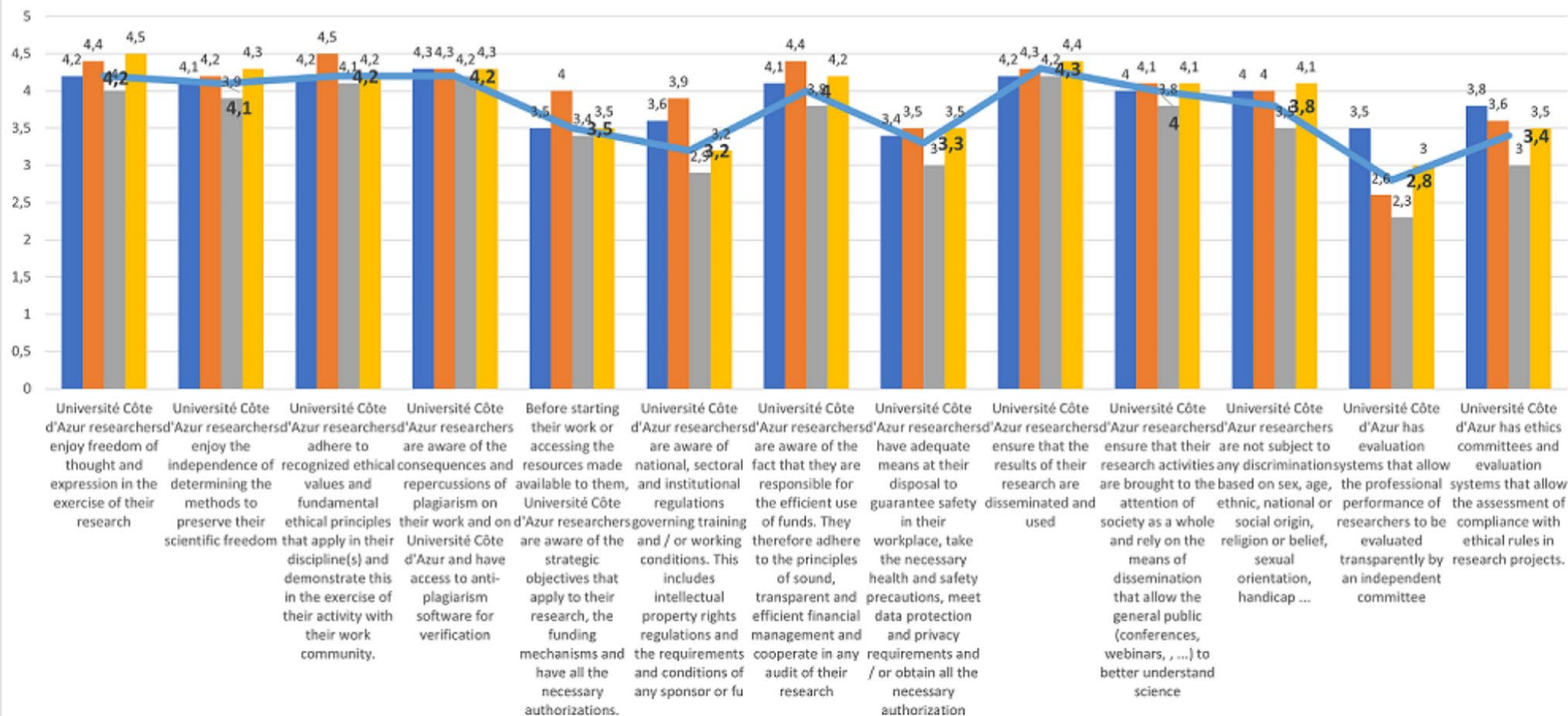
	AREA OF REASEARCH EXPERTISE						
	SOCIETI... HUMANI... ARTS, LETTERS	LIFE AND HEALTH SCIENCES	LAW, POLITICAL SCIENCE, ECONOMICS AND MANAGEM...	BASIC AND APPLIED SCIENCES	INFORMATI... COMMUNIC... TECHNOLO... (ICT / STIC)	SCIENCES HUMAN MOVEMENT	TOTAL
Université Côte d'Azur researchers in the training phase have regular and organized meetings with their PhDs / internship supervisor(s)	3.6	3.8	3.8	4.1	3.7	4.6	3.8
Experienced researchers devote themselves adequately to their supervisory role and develop constructive and positive relationships with early-career researchers	3.6	3.8	3.5	3.6	3.5	4.4	3.6
The research units implement appropriate systems to welcome and support researchers upon their arrival	3.5	3.6	3.3	3.1	3.4	3.4	3.4
Université Côte d'Azur provides training facilities (workshops, conferences, etc.) allowing each researcher to continuously improve by updating and developing his / her skills	3.7	3.6	3.5	3.4	3.5	4	3.6
Université Côte d'Azur ensures that all researchers have the opportunity to improve their CVs by giving them access to the means to continue to develop their skills and competences	3.3	3.4	3.3	3.2	3.0	4.2	3.2
Université Côte d'Azur ensures that a clearly identified person, the PhD or post-doc supervisor, expert in his / her field, is able to offer the appropriate support to the researcher in training	3.7	3.6	3.4	3.5	3.2	4	3.5

■ *Elements significantly under mean*　　■ *Elements significantly above mean*

Crossing of the averages, on a scale of 5 of the implementation of the criteria of the HRS4R label, of the ethical and professional aspects and the professional categories
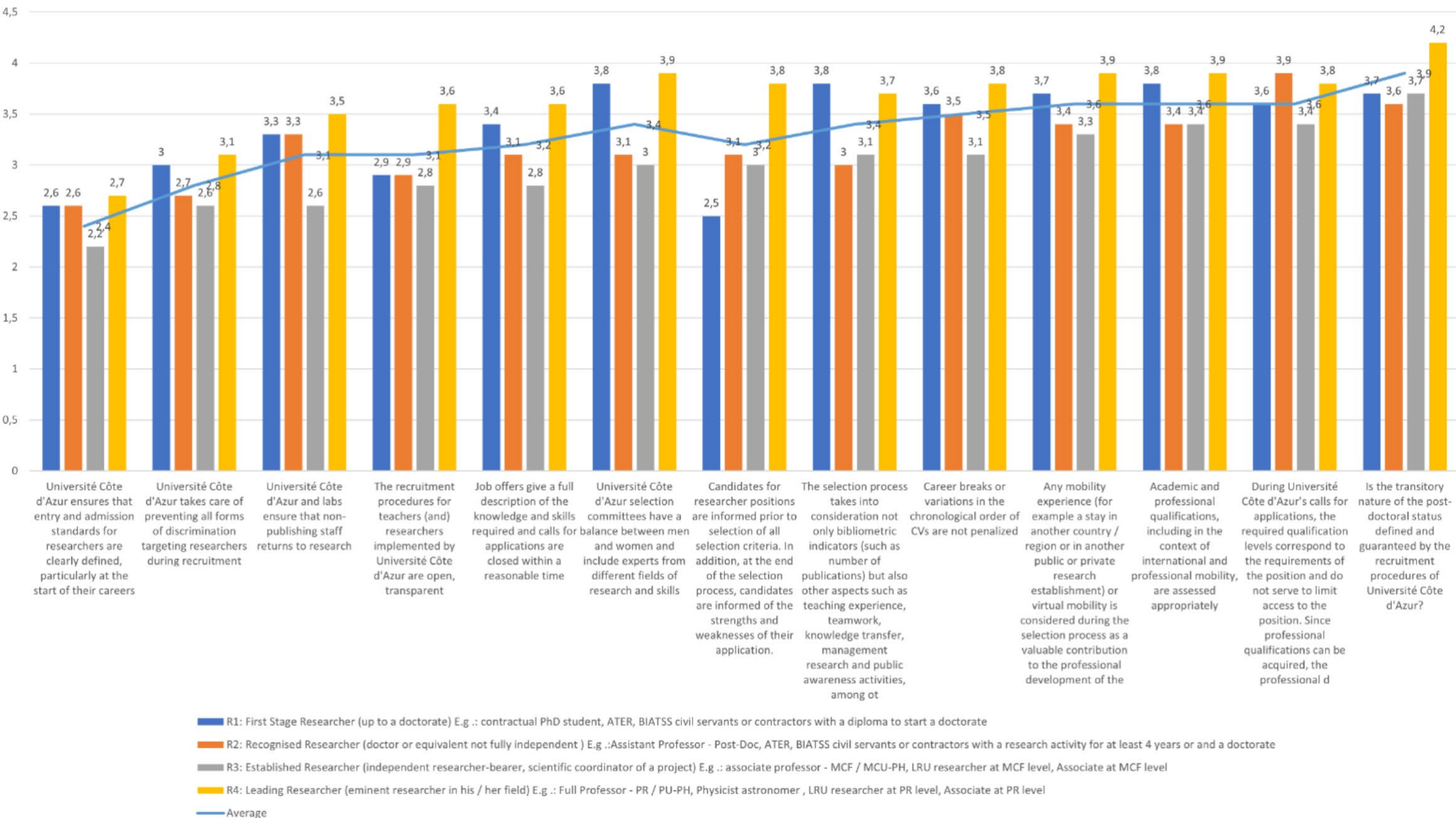
Legend:
- R1: First Stage Researcher (up to a doctorate) E.g .: contractual PhD student, ATER, BIATSS civil servants or contractors with a diploma to start a doctorate
- R2: Recognised Researcher (doctor or equivalent not fully independent) E.g .:Assistant Professor - Post-Doc, ATER, BIATSS civil servants or contractors with a research activity for at least 4 years or and a doctorate
- R3: Established Researcher (independent researcher-bearer, scientific coordinator of a project) E.g .: associate professor - MCF / MCU-PH, LRU researcher at MCF level, Associate at MCF level
- R4: Leading Researcher (eminent researcher in his / her field) E.g .: Full Professor - PR / PU-PH, Physicist astronomer , LRU researcher at PR level, Associate at PR level
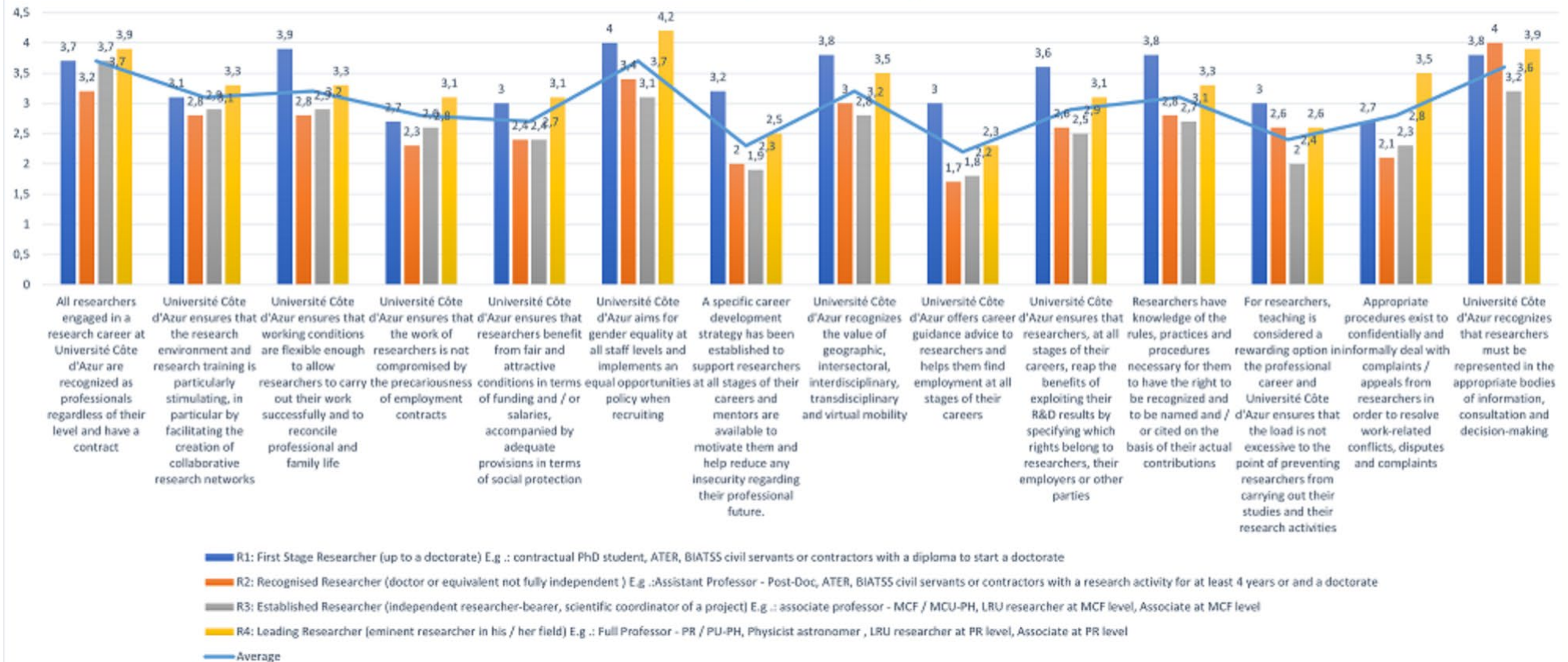- Average

Crossing of averages, on a scale of 5 of the implementation of the criteria of the HRS4R label, of the aspect of recruitment and professional categories
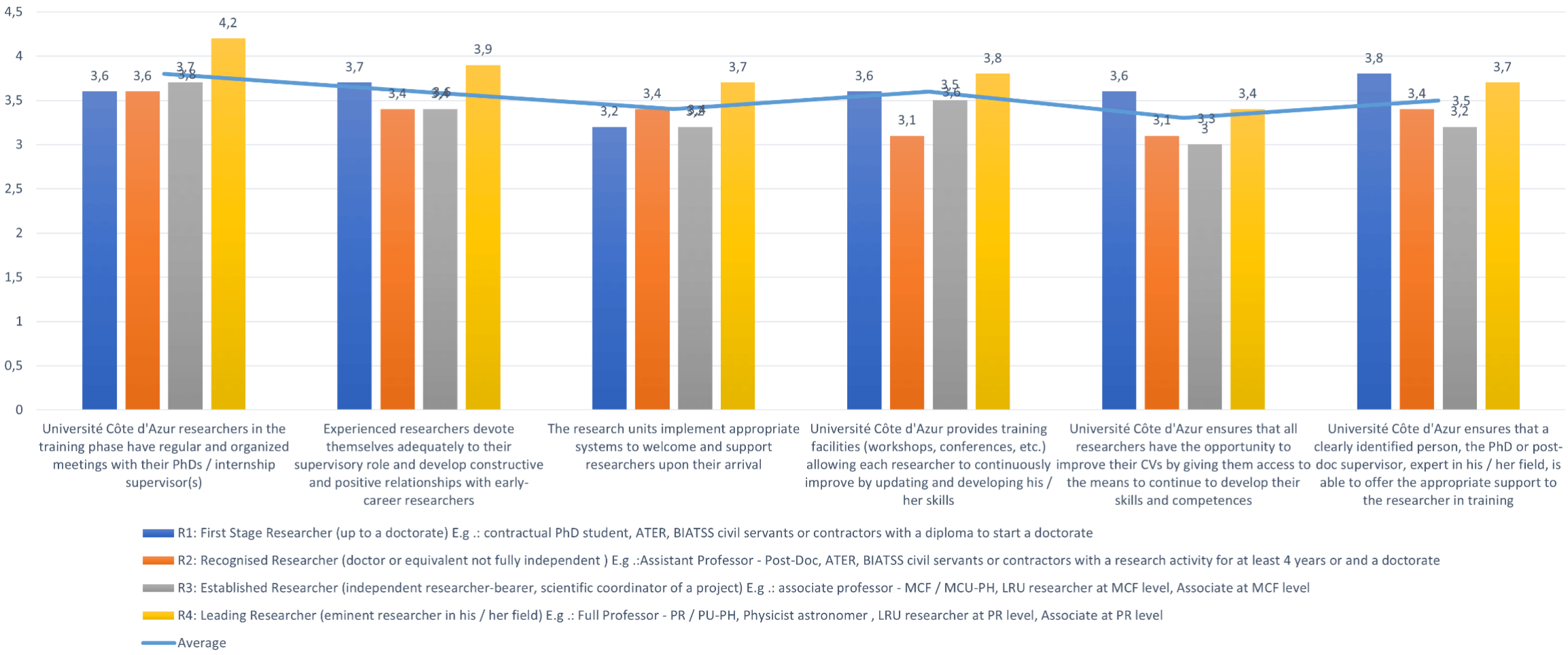
Crossing of the averages, on a scale of 5 of the implementation of the criteria of the HRS4R label, of the aspects of working conditions and professional categories

Crossing of the averages, on a scale of 5 of the implementation of the criteria of the HRS4R label, of the aspects of training and professional categories

- R1: First Stage Researcher (up to a doctorate) E.g .: contractual PhD student, ATER, BIATSS civil servants or contractors with a diploma to start a doctorate
- R2: Recognised Researcher (doctor or equivalent not fully independent) E.g .:Assistant Professor - Post-Doc, ATER, BIATSS civil servants or contractors with a research activity for at least 4 years or and a doctorate
- R3: Established Researcher (independent researcher-bearer, scientific coordinator of a project) E.g .: associate professor - MCF / MCU-PH, LRU researcher at MCF level, Associate at MCF level
- R4: Leading Researcher (eminent researcher in his / her field) E.g .: Full Professor - PR / PU-PH, Physicist astronomer , LRU researcher at PR level, Associate at PR level
- Average