



## HRS4R OCA approach

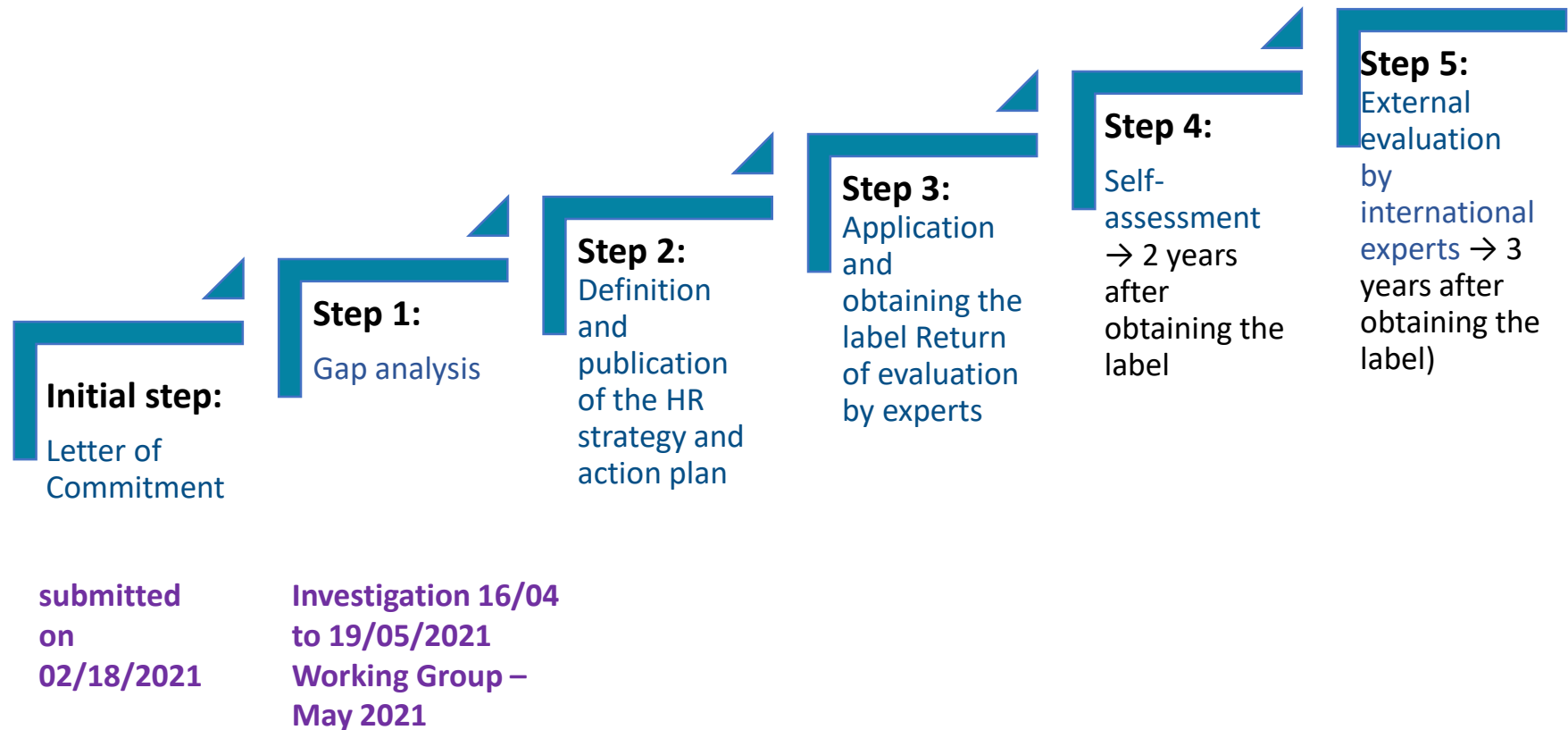
*Contact with UCA*

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# Application for HRS4R label





# HRS4R OCA Survey



# HRS4R OCA Survey

- Survey based on the 4 themes of the European Researcher Charter:
  - ✓ Ethical and professional aspects
  - Recruitment
  - Working conditions
  - Training
- The survey is identical to that proposed by Université Côte d'Azur as part of our coordinated approach even if some questions were not very suitable for the OCA, we wanted to maintain consistency with the criteria of the charter and with the UCA survey.  
The inadequacy is characterized in the responses by a high %age of no opinion shown in the tables of the survey results.
- Investigation opened from April 16 to May 19, 2021



# Enquête HRS4R

The answers are materialized on a scale ranging from 1 to 5:

- 1 = Not implemented at all/ Strongly disagree
- 2 = Not implemented / Disagree
- 3 = Moderately implemented / Moderately agreed
- 4 = Implemented / Agree
- 5 = Fully implemented/ Totally agree

and without an opinion

The results of the survey are presented according to the following codification as a function of the average of the respondents for each of the questions:



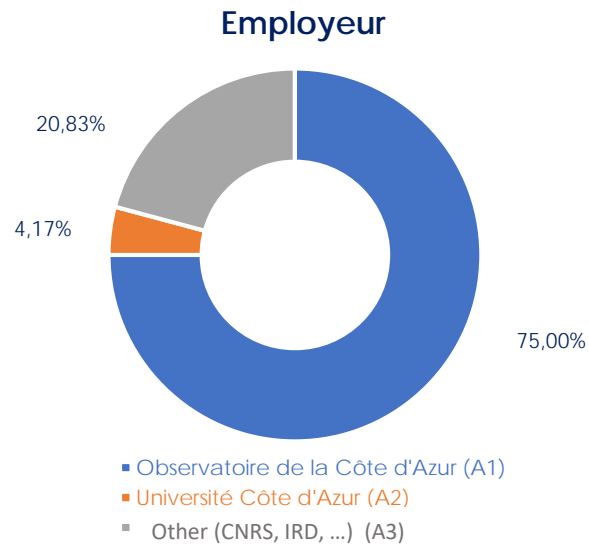


## Results of the OCA survey



# A - DONNÉES DES RÉPONDANTS

s



Men



79,17%

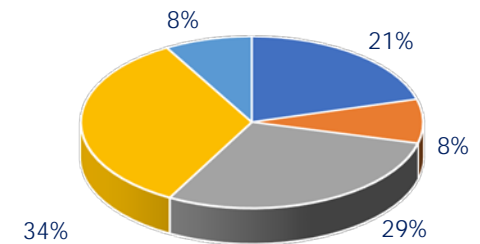
Women



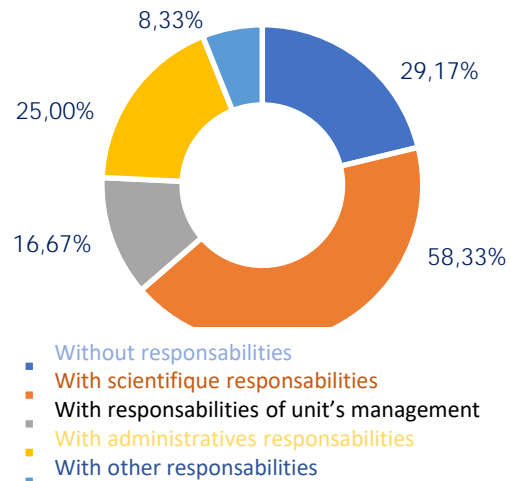
20,83%

60% of permanent agents

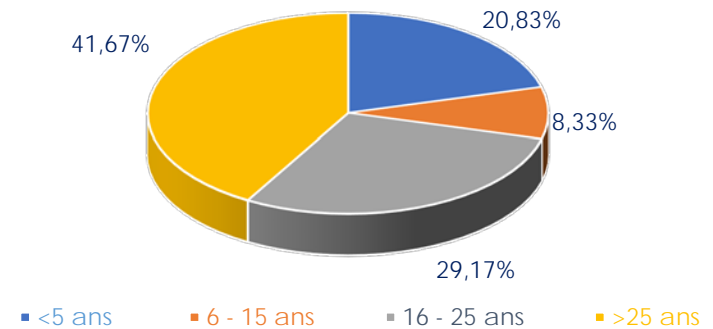
### Age of respondents



### Supervisory responsibilities within the OCA



### Level of seniority in higher education/research





## B - ETHICAL AND PROFESSIONAL ASPECTS

|   | Sans Avis | OCA<br>moyenne des<br>répondants | UCA |
|---|-----------|----------------------------------|-----|
| 2a - OCA researchers enjoy freedom of thought and expression in the exercise of their research.   |           | 4,5                              | 4,2 |
| 2b - OCA researchers enjoy the independence to determine methods to preserve their scientific freedom.  |           | 4,6                              | 4,1 |
| 2c - OCA researchers adhere to the recognized ethical values and fundamental ethical principles that apply in their discipline(s) and demonstrate this in the exercise of their activity with their working community.                            |           | 3,9                              | 4,2 |
| 2d - OCA researchers are aware of the consequences and repercussions of plagiarism on their work and on OCA and have access to anti-plagiarism software for verification.   |           | 3                                | 4,2 |
| 2e - Before starting their work or accessing the resources made available to them, OCA researchers have read the strategic objectives that apply to their research, the funding mechanisms and have all the necessary authorizations.             |           | 3,7                              | 3,5 |
| 2f - OCA researchers are aware of national and institutional regulations governing training and/or working conditions. This includes the regulation of intellectual property rights and the requirements and conditions of any sponsor or funder. |           | 3,2                              | 3,2 |





## B - ETHICAL AND PROFESSIONAL ASPECTS (continued)

|  | Sans Avis | OCA<br>moyenne<br>des<br>répondants | UCA |
|--|-----------|-------------------------------------|-----|
| 2g - OCA researchers are aware that they are responsible for the effective 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 authorised persons.                              |           | 4                                   | 4   |
| 2h - OCA researchers have at their disposal adequate means to guarantee safety in their workplace, take the necessary health and safety precautions, meet data protection and confidentiality requirements and/or obtain all necessary authorisations before starting their research work. |           | 4,1                                 | 3,3 |
| 2i - OCA researchers ensure that the results of their research are disseminated and exploited.   |           | 4,4                                 | 4,3 |
| 2j - OCA researchers ensure that their research activities are brought to the attention of the society as a whole and rely on means of propagation that allow the general public (symposia, webinars, journals,...) to better understand science.  |           | 4                                   | 4   |
| 2k - OCA researchers are not discriminated against on the basis of sex, age, ethnic, national or social origin, religion or belief, sexual orientation, disability, etc.   |           | 4,1                                 | 3,8 |
| 2l – The OCA has evaluation systems that make it possible to evaluate the professional performance of researchers in a transparent manner by an independent committee.   | 33%       | 3,4                                 | 2,8 |
| 2m – The OCA has ethics committees and evaluation systems that make it possible to evaluate compliance with ethical rules in research projects.  | 33%       | 2,7                                 | 3,4 |



## C – RECRUITMENT

|  | Sans Avis | OCA<br>moyenne des<br>répondants | UCA |
|--|-----------|----------------------------------|-----|
| 3a - The OCA ensures that the entry and admission standards for researchers are clearly defined, particularly at the beginning of their careers. |           | 3,6                              | 3,2 |
| 3b – The OCA takes care to prevent all forms of discrimination against researchers during recruitment.   | 33 %      | 4,6                              | 3,6 |
| 3c - The OCA and the Director of Unit shall endeavour to facilitate the return to research of non-publishing staff.                              | 45%       | 3,2                              | 2,4 |
| 3d - The recruitment procedures for teachers (and) researchers implemented by the OCA are open and transparent.                                  |           | 3                                | 3,1 |
| 3e - OCA job offers give a full description of the knowledge and skills required and calls for applications are closed within a reasonable time. | 37%       | 4,1                              | 3,6 |
| 3f - The OCA's selection committees are gender-balanced and include experts from different fields of research and expertise.                     | 46 %      | 4                                | 3,8 |
| 3g - Candidates for research positions are informed before selection of all selection criterias.   | 42 %      | 3,7                              | 3   |

The recruitment of CNAP staff is done at the national level which certainly explains the high %age of no opinion



## C – RECRUITMENT (continued)

|  | Sans Avis | OCA<br>moyenne des<br>répondants | UCA |
|--|-----------|----------------------------------|-----|
| 3h - In addition, at the end of the selection process, candidates are informed of the strengths and weaknesses of their application.   | 50%       | 3,1                              | 3   |
| 3i - The selection process takes into account not only bibliometric indicators (such as the number of publications) but also other aspects such as teaching experience, teamwork, knowledge transfer, research management and public awareness activities, among others.   | 50%       | 4,1                              | 3,4 |
| 3j - Career breaks or other similar situations in the chronological order of CVs are not penalized.  | 58%       | 3,5                              | 2,8 |
| 3k - Any mobility experience (e.g. a stay in another country/region or in another public or private research institution) or virtual mobility is considered during the selection process as a valuable contribution to the professional development of the chercheur.se.   | 42 %      | 4,1                              | 3,7 |
| 3l - Academic and professional qualifications, including in the context of international and professional mobility, shall be assessed appropriately.   | 37%       | 3,9                              | 3,5 |
| 3m - During OCA calls for applications, the required qualification levels correspond to the needs of the position and are not used to limit access to the position. Since professional qualifications can be acquired, the candidate's professional development throughout his or her career is also recognized. | 46%       | 3,7                              | 3,4 |
| 3n - Is the transitional nature of post-doctoral status defined and guaranteed by the OCA's recruitment procedures?  | 58%       | 3,1                              | 3,2 |



## D – WORKING CONDITIONS

|  | Sans Avis | OCA<br>moyenne<br>des<br>répondants | UCA |
|--|-----------|-------------------------------------|-----|
| 4a - All researchers engaged in a research career at the OCA are recognized as professionals regardless of their level and have a contract.  |           | 4,6                                 | 3,8 |
| 4b - The OCA ensures that the research and research training environment is particularly stimulating, in particular by facilitating the creation of collaborative research networks.   |           | 3,8                                 | 3,1 |
| 4c - The OCA ensures that working conditions are flexible enough to allow researchers to carry out their work successfully and to reconcile professional and family life:  |           | 4,3                                 | 3,3 |
| 4d - The OCA ensures that the work of researchers is not compromised by the precariousness of employment contracts.  |           | 3,7                                 | 2,8 |
| 4e - Oca ensures that researchers benefit from fair and attractive conditions in terms of funding and/or salaries, with adequate social protection provisions.   | 29%       | 3,7                                 | 2,8 |
| 4f – The OCA aims for gender equality at all levels of staff and implements an equal opportunities policy during recruitment.  |           | 3,7                                 | 3,7 |
| 4g - 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 uncertainty about their professional future. | 42%       | 2,6                                 | 2,4 |



## D – WORKING CONDITIONS (continued)

|  | Sans Avis | OCA<br>moyenne<br>des<br>répondants | UCA |
|--|-----------|-------------------------------------|-----|
| 4h – The OCA recognizes the value of geographical, intersectoral, interdisciplinary, transdisciplinary and virtual mobility.   | 46%       | 4,2                                 | 3,3 |
| 4i – The OCA offers researchers career guidance advice and helps them find employment at all stages of their careers.  | 46%       | 2,2                                 | 2,2 |
| 4j – The OCA 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. | 58%       | 3                                   | 2,9 |
| 4k - Researchers are aware of the rules, practices and procedures necessary for them to have the right to be recognized and to be appointed and/or cited on the basis of their actual contributions.         | 29%       | 3,8                                 | 3,1 |
| 4l - For researchers, teaching is considered a rewarding option in the professional career and the OCA ensures that this share of activity remains in good balance with research activities.                 |           | 3,9                                 | 2,5 |
| 4m - Appropriate procedures exist to treat complaints/remedies from researchers confidentially and informally to resolve labour-related disputes, disputes and claims.                                       | 33%       | 2,4                                 | 2,8 |
| 4n – The OCA recognises that researchers must be represented in the appropriate information, consultation and decision-making bodies.  |           | 4,2                                 | 3,6 |



## E – FORMATION

|  | Sans avis | OCA<br>moyenne des<br>répondants | UCA |
|--|-----------|----------------------------------|-----|
| 5a - OCA researchers in the training phase have regular and organized meetings with their thesis/internship supervisor(s).   | 29%       | 4,4                              | 3,8 |
| 5b - Experienced researchers dedicate themselves adequately to their role as supervisors and develop constructive and positive relationships with researchers at the beginning of their careers.   |           | 3,8                              | 3,5 |
| 5c - The research units implement adapted arrangements for the reception and support of researchers as soon as they arrive.  |           | 4                                | 3,4 |
| 5d – The OCA provides training facilities (workshops, conferences,...) allowing each chercheur.se to continuously improve by updating and developing their skills.                                 |           | 4,1                              | 3,6 |
| 5e – The OCA ensures that all researchers have the opportunity to improve their CVs by giving them access to the means to continue developing their skills and competences.                        |           | 4                                | 3,3 |
| 5f – The OCA ensures that a clearly identified person, the thesis supervisor or post-doc supervisor, expert in his or her field, is able to offer adequate support to the researchers in training. | 17%       | 3,7                              | 3,6 |