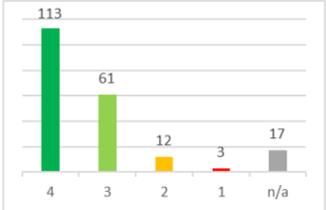
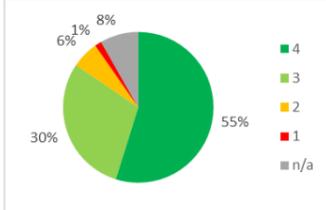
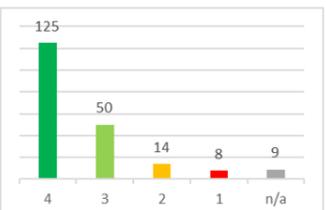
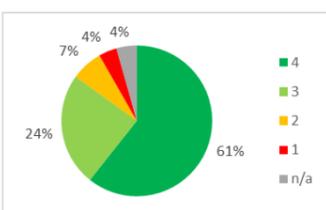
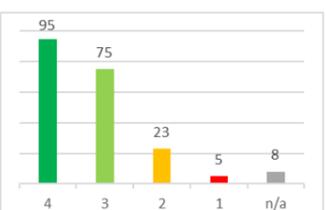
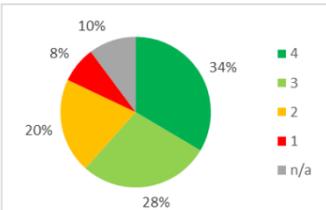
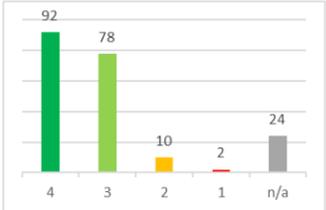
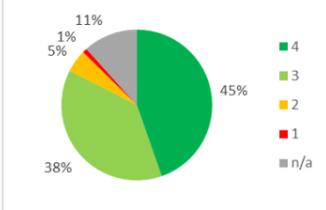
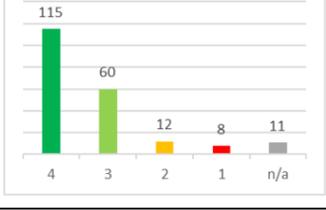
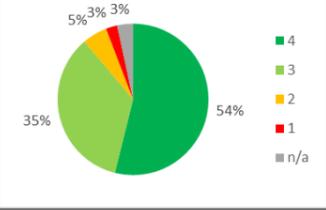
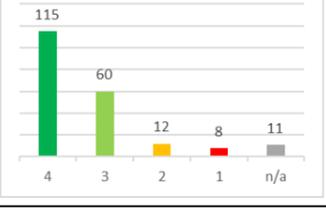
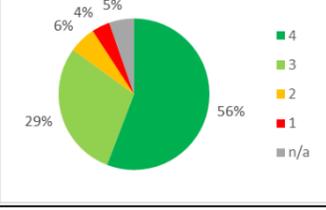


Legend:

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

Number of answers	26	111	56	13	206	Status	Numerical evaluation		Dispersion for EUBA Total	Dispersion for EUBA Total	Rating
							Average for "R1 researchers"	Average for "researchers R2"			
1	Research freedom	3,478	3,520	3,491	3,462	3,503			<p>Research freedom - is evaluated positively. Most responses were marked "fully implemented" 55%. 30% consider it "not fully implemented", 6% "partially implemented", 1% "insufficiently implemented" and 8% could not express it.</p>		
2	Ethical principles	3,435	3,533	3,482	3,154	3,482			<p>Ethical principles - are evaluated positively. The majority of responses were marked "fully implemented" 61%. 24% consider it "not fully implemented", 7% "partially implemented", 4% "insufficiently implemented" and 4% could not express it.</p>		
3	Professional responsibility	3,458	3,269	3,345	3,273	3,313			<p>Professional responsibility in research and publishing practice - most responses were marked "fully implemented" 34%. 28% consider it "not fully implemented", 20% "partially implemented", 8% "insufficiently implemented" and 10% could not express it.</p>		
4	Professional attitude	2,583	3,559	3,630	3,636	3,429			<p>Professional attitude - most responses were marked "fully implemented" 45%. 38% consider it "not fully implemented", 5% "partially implemented", 1% "insufficiently implemented" and 11% could not express it.</p>		
5	Contractual and legal obligations	3,423	3,362	3,655	3,385	3,497			<p>Contractual and legal obligations - is evaluated positively. Most responses were marked "fully implemented" 54%. 35% consider it "not fully implemented", 5% "partially implemented", 3% "insufficiently implemented" and 3% could not express it.</p>		
6	Accountability	3,462	3,402	3,564	3,250	3,446			<p>Accountability - is evaluated positively. Most responses were marked "fully implemented" 56%. 29% consider it "not fully implemented", 6% "partially implemented", 4% "insufficiently implemented" and 5% could not express it.</p>		

Legend:

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

Number of answers		26	111	56	13	206	Dispersion for EUBA Total		Rating																								
Status	Average for "R1 researchers"	Numerical evaluation				Average for EUBA total	Dispersion for EUBA Total	Dispersion for EUBA Total	Rating																								
		Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for EUBA total																												
7	Good practice in research	3,391	3,113	3,418	3,167	3,241	<table border="1"> <tr><th>Category</th><th>Count</th></tr> <tr><td>4</td><td>91</td></tr> <tr><td>3</td><td>56</td></tr> <tr><td>2</td><td>34</td></tr> <tr><td>1</td><td>6</td></tr> <tr><td>n/a</td><td>19</td></tr> </table>	Category	Count	4	91	3	56	2	34	1	6	n/a	19	<table border="1"> <tr><th>Category</th><th>Percentage</th></tr> <tr><td>4</td><td>44%</td></tr> <tr><td>3</td><td>27%</td></tr> <tr><td>2</td><td>17%</td></tr> <tr><td>1</td><td>3%</td></tr> <tr><td>n/a</td><td>9%</td></tr> </table>	Category	Percentage	4	44%	3	27%	2	17%	1	3%	n/a	9%	Good practice in research - most responses were marked "fully implemented" 44%. 27% consider it "not fully implemented", 17% "partially implemented", 3% "insufficiently implemented" and 9% could not express it.
Category	Count																																
4	91																																
3	56																																
2	34																																
1	6																																
n/a	19																																
Category	Percentage																																
4	44%																																
3	27%																																
2	17%																																
1	3%																																
n/a	9%																																
8	Dissemination, exploitation of results	3,040	2,870	3,125	3,077	2,979	<table border="1"> <tr><th>Category</th><th>Count</th></tr> <tr><td>4</td><td>58</td></tr> <tr><td>3</td><td>87</td></tr> <tr><td>2</td><td>36</td></tr> <tr><td>1</td><td>13</td></tr> <tr><td>n/a</td><td>12</td></tr> </table>	Category	Count	4	58	3	87	2	36	1	13	n/a	12	<table border="1"> <tr><th>Category</th><th>Percentage</th></tr> <tr><td>4</td><td>28%</td></tr> <tr><td>3</td><td>42%</td></tr> <tr><td>2</td><td>18%</td></tr> <tr><td>1</td><td>6%</td></tr> <tr><td>n/a</td><td>6%</td></tr> </table>	Category	Percentage	4	28%	3	42%	2	18%	1	6%	n/a	6%	Dissemination and exploitation of results - most responses were marked "not fully implemented" 42%. 28% consider it "fully implemented", 18% "partially implemented", 6% "insufficiently implemented" and 6% could not express it.
Category	Count																																
4	58																																
3	87																																
2	36																																
1	13																																
n/a	12																																
Category	Percentage																																
4	28%																																
3	42%																																
2	18%																																
1	6%																																
n/a	6%																																
9	Public engagement	2,800	2,650	2,782	2,769	2,714	<table border="1"> <tr><th>Category</th><th>Count</th></tr> <tr><td>4</td><td>36</td></tr> <tr><td>3</td><td>88</td></tr> <tr><td>2</td><td>52</td></tr> <tr><td>1</td><td>20</td></tr> <tr><td>n/a</td><td>10</td></tr> </table>	Category	Count	4	36	3	88	2	52	1	20	n/a	10	<table border="1"> <tr><th>Category</th><th>Percentage</th></tr> <tr><td>4</td><td>17%</td></tr> <tr><td>3</td><td>43%</td></tr> <tr><td>2</td><td>25%</td></tr> <tr><td>1</td><td>10%</td></tr> <tr><td>n/a</td><td>5%</td></tr> </table>	Category	Percentage	4	17%	3	43%	2	25%	1	10%	n/a	5%	Public engagement - most responses were marked "not fully implemented" 43%. 17% consider it "fully implemented", 25% "partially implemented", 10% "insufficiently implemented" and 5% could not express it.
Category	Count																																
4	36																																
3	88																																
2	52																																
1	20																																
n/a	10																																
Category	Percentage																																
4	17%																																
3	43%																																
2	25%																																
1	10%																																
n/a	5%																																
10	Non discrimination	3,423	3,670	3,661	3,385	3,615	<table border="1"> <tr><th>Category</th><th>Count</th></tr> <tr><td>4</td><td>144</td></tr> <tr><td>3</td><td>32</td></tr> <tr><td>2</td><td>14</td></tr> <tr><td>1</td><td>5</td></tr> <tr><td>n/a</td><td>11</td></tr> </table>	Category	Count	4	144	3	32	2	14	1	5	n/a	11	<table border="1"> <tr><th>Category</th><th>Percentage</th></tr> <tr><td>4</td><td>70%</td></tr> <tr><td>3</td><td>16%</td></tr> <tr><td>2</td><td>7%</td></tr> <tr><td>1</td><td>2%</td></tr> <tr><td>n/a</td><td>5%</td></tr> </table>	Category	Percentage	4	70%	3	16%	2	7%	1	2%	n/a	5%	Non-discrimination - is evaluated positively. Most responses were marked "fully implemented" 70%. 16% consider it "not fully implemented", 7% "partially implemented", 2% "insufficiently implemented" and 5% could not express it.
Category	Count																																
4	144																																
3	32																																
2	14																																
1	5																																
n/a	11																																
Category	Percentage																																
4	70%																																
3	16%																																
2	7%																																
1	2%																																
n/a	5%																																
11	Evaluation/appraisal systems	2,739	2,505	2,796	2,308	2,607	<table border="1"> <tr><th>Category</th><th>Count</th></tr> <tr><td>4</td><td>42</td></tr> <tr><td>3</td><td>59</td></tr> <tr><td>2</td><td>50</td></tr> <tr><td>1</td><td>32</td></tr> <tr><td>n/a</td><td>23</td></tr> </table>	Category	Count	4	42	3	59	2	50	1	32	n/a	23	<table border="1"> <tr><th>Category</th><th>Percentage</th></tr> <tr><td>4</td><td>20%</td></tr> <tr><td>3</td><td>29%</td></tr> <tr><td>2</td><td>24%</td></tr> <tr><td>1</td><td>16%</td></tr> <tr><td>n/a</td><td>11%</td></tr> </table>	Category	Percentage	4	20%	3	29%	2	24%	1	16%	n/a	11%	Evaluation/appraisal systems - Most responses were marked "not fully implemented" 29%. 20% consider it "fully implemented", 24% "partially implemented", 16% "insufficiently implemented" and 11% could not express it.
Category	Count																																
4	42																																
3	59																																
2	50																																
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Category	Percentage																																
4	20%																																
3	29%																																
2	24%																																
1	16%																																
n/a	11%																																
12	Recruitment	3,478	3,106	3,327	3,100	3,222	<table border="1"> <tr><th>Category</th><th>Count</th></tr> <tr><td>4</td><td>80</td></tr> <tr><td>3</td><td>52</td></tr> <tr><td>2</td><td>27</td></tr> <tr><td>1</td><td>8</td></tr> <tr><td>n/a</td><td>39</td></tr> </table>	Category	Count	4	80	3	52	2	27	1	8	n/a	39	<table border="1"> <tr><th>Category</th><th>Percentage</th></tr> <tr><td>4</td><td>39%</td></tr> <tr><td>3</td><td>25%</td></tr> <tr><td>2</td><td>13%</td></tr> <tr><td>1</td><td>4%</td></tr> <tr><td>n/a</td><td>19%</td></tr> </table>	Category	Percentage	4	39%	3	25%	2	13%	1	4%	n/a	19%	Recruitment - Most responses were marked "fully implemented" 39%. 25% consider it "not fully implemented", 13% "partially implemented", 4% "insufficiently implemented" and 19% could not express it.
Category	Count																																
4	80																																
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Legend:

Verbal evaluation	Numerical evaluation
Fully implemented	4
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I can't comment	not evaluated

Number of answers	26	111	56	13	206	Dispersion for EUBA Total	Dispersion for EUBA Total	Rating	
	Numerical evaluation								
Status	Average for "R1 researchers"	Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for EUBA total				
13	Recruitment (Code)	3,375	3,169	3,250	2,900	3,198			<p>Recruitment (Code) - Most responses were marked "fully implemented" by 37%. 28% consider it "not fully implemented", 11% "partially implemented", 5% "insufficiently implemented" and 19% could not express it.</p>
14	Selection (Code)	3,350	3,055	3,412	3,083	3,195			<p>Selection (Code) - Most responses were marked "fully implemented" 38%. 30% consider it "not fully implemented", 13% "partially implemented", 4% "insufficiently implemented" and 15% could not express it.</p>
15	Transparency (Code)	3,286	3,040	3,500	3,000	3,193			<p>Transparency (Code) - Most responses were marked "fully implemented" 44%. 26% consider it "not fully implemented", 16% "partially implemented", 5% "insufficiently implemented" and 9% could not express it.</p>
16	Judging merit (Code)	3,400	3,044	3,481	3,083	3,218			<p>Judging merit (Code) - Most responses were marked "fully implemented" 40%. 27% consider it "not fully implemented", 14% "partially implemented", 4% "insufficiently implemented" and 15% could not express it.</p>
17	Variations in the chronological order of CVs (Code)	3,000	2,870	3,256	3,250	3,036			<p>Variations in the chronological order of CVs (Code) - Most responses were marked "I can't express" 33%. 25% consider it "fully implemented", 25% "partially implemented", 10% "not fully implemented" and 7% "insufficiently implemented".</p>
18	Recognition of mobility experience (Code)	3,294	3,207	3,367	3,615	3,298			<p>Recognition of mobility experience (Code) - Most responses were marked "fully implemented" 39%. 27% consider it "not fully implemented", 8% "partially implemented", 4% "insufficiently implemented" and 22% could not express it.</p>
19	Recognition of qualifications (Code)	3,200	3,215	3,294	3,222	3,239			<p>Recognition of qualifications (Code) - Most responses were marked "fully implemented" 34%. 28% consider it "not fully implemented", 20% "partially implemented", 8% "insufficiently implemented" and 10% could not express it.</p>

Legend:

Verbal evaluation	Numerical evaluation
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I can't comment	not evaluated

Number of answers	26	111	56	13	206	Dispersion for EUBA Total	Dispersion for EUBA Total	Rating
	Numerical evaluation							
Status	Average for "R1 researchers"	Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for EUBA total			
20 Seniority (Code)	3,316	3,322	3,538	3,333	3,388			Seniority (Code) - Most responses were marked "fully implemented" 45%. 27% consider it "not fully implemented", 11% "partially implemented", 7% "insufficiently implemented" and 18% could not express it.
21 Postdoctoral appointments (Code)	2,941	3,057	3,238	3,200	3,108			Postdoctoral appointments (Code) - Most of the answers were marked "I can not comment" 33%. 29% consider it "fully implemented", 21% "partially implemented", 12% "not fully implemented" and 5% "insufficiently implemented".
22 Recognition of the profession	2,957	2,979	3,140	2,700	3,006			Recognition of the profession - Most responses were marked "fully implemented" by 34%. 28% consider it "not fully implemented", 20% "partially implemented", 8% "insufficiently implemented" and 10% could not express it.
23 Research environment	3,000	2,471	2,982	3,182	2,723			Research environment - Most responses were marked "fully implemented" by 34%. 28% consider it "not fully implemented", 20% "partially implemented", 8% "insufficiently implemented" and 10% could not express it.
24 Working conditions	3,160	2,676	3,055	2,750	2,845			Working conditions - Most responses were marked "fully implemented" and "not fully implemented" 31%, 24% considered it "partially implemented", "insufficiently implemented" 11% and could not express 3%.
25 Stability and permanence of employment	3,286	2,725	3,019	2,364	2,857			Stability and permanence of employment - Most responses were marked "fully implemented" 30%. 25% consider it "not fully implemented", 19% "partially implemented", 11% "insufficiently implemented" and 15% could not express it.
26 Funding and salaries	2,565	2,396	2,564	2,500	2,469			Funding and salaries - Most responses were marked "not fully implemented" by 27%. 20% consider it "fully implemented", 25% "partially implemented", 23% "insufficiently implemented" and 5% could not express it.

Legend:

Verbal evaluation	Numerical evaluation
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Number of answers	26	111	56	13	206	Status	Numerical evaluation		Dispersion for EUBA Total	Dispersion for EUBA Total	Rating		
							Average for "R1 researchers"	Average for "researchers R2"					
27						Gender balance	3,560	3,617	3,821	3,462	3,657	 	<p>Gender balance - is evaluated positively. The majority of responses were marked "fully implemented" 74%. 17% consider it "not fully implemented", 5% "partially implemented", 2% "insufficiently implemented" and 2% could not express it.</p>
28						Career development	3,292	2,850	3,214	2,923	3,016	 	<p>Career development - Most responses were marked "fully implemented" 38%. 28% consider it "not fully implemented", 19% "partially implemented", 9% "insufficiently implemented" and 6% could not express it.</p>
29						Value of mobility	3,400	3,183	3,185	3,250	3,217	 	<p>Value of mobility - Most responses were marked "fully implemented" 41%. 31% consider it "not fully implemented", 12% "partially implemented", 5% "insufficiently implemented" and 11% could not express it.</p>
30						Access to career advice	2,833	2,591	2,840	2,364	2,682	 	<p>Access to career advice - Most responses were marked as "not fully implemented" or "partially implemented" by 27%, considered "fully implemented" by 20%, "under-implemented" by 10% and unable to express 16%.</p>
31						Intellectual Property Rights	3,333	3,181	3,340	3,100	3,244	 	<p>Intellectual Property Rights - Most responses were marked "fully implemented" by 37%. 30% consider it "not fully implemented", 9% "partially implemented", 4% "insufficiently implemented" and 20% could not be said.</p>
32						Co-authorship	3,208	3,233	3,472	3,000	3,280	 	<p>Co-authorship - Most responses were marked "fully implemented" 48%. 29% consider it "not fully implemented", 11% "partially implemented", 6% "insufficiently implemented" and 6% could not express it.</p>

Legend:

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Number of answers	26	111	56	13	206	Dispersion for EUBA Total	Dispersion for EUBA Total	Rating	
									Status
33	Teaching	2,769	2,371	2,630	2,692	2,515			<p>Teaching - Most responses were marked "not fully implemented" by 31%. 23% consider it "partially implemented", 22% "insufficiently implemented", 20% "fully implemented" and 4% could not express it.</p>
34	Complains/ appeals	3,143	2,680	3,064	2,636	2,857			<p>Complains/Appeals - Most responses were marked "fully implemented" 26%. 24% consider it "not fully implemented", 13% "partially implemented", 12% "insufficiently implemented" and 25% could not express it.</p>
35	Participation in decision-making bodies	3,273	3,247	3,500	3,167	3,322			<p>Participation in decision-making bodies - Most responses were marked "fully implemented" 46%. 24% consider it "not fully implemented", 8% "partially implemented", 5% "insufficiently implemented" and 17% could not express it.</p>
36	Relation with supervisors	3,625	3,300	3,370	3,455	3,370			<p>Relation with supervisors - Most responses were marked "fully implemented" 48%. 32% consider it "not fully implemented", 9% "partially implemented", 3% "insufficiently implemented" and 8% could not express it.</p>
37	Supervision and managerial duties	3,478	3,100	3,340	3,250	3,223			<p>Supervision and managerial duties - Most responses were marked "fully implemented" 45%. 27% consider it "not fully implemented", 14% "partially implemented", 5% "insufficiently implemented" and 9% could not express it.</p>
38	Continuing Professional Development	3,174	3,120	3,309	3,167	3,182			<p>Continuing Professional Development - Most responses were marked "fully implemented" 42%. 35% consider it "not fully implemented", 14% "partially implemented", 5% "insufficiently implemented" and 4% could not express it.</p>

Legend:

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Number of answers	26	111	Numerical evaluation			206	Dispersion for EUBA Total	Dispersion for EUBA Total	Rating
			Average for "R1 researchers"	Average for "researchers R2"	Average for "researchers R3"				
Status									
39	Access to research training and continuous development	3,083	2,933	3,214	3,154	3,046			<p>Access to research training and continuous development - Most responses were marked "fully implemented" 36%. 35% consider it "not fully implemented", 19% "partially implemented", 6% "insufficiently implemented" and 4% could not express it.</p>
40	Supervision	3,417	2,781	3,075	3,167	2,973			<p>Supervision - Most responses were marked "fully implemented" 34%. 28% consider it "not fully implemented", 20% "partially implemented", 8% "insufficiently implemented" and 10% could not express it.</p>