

INiBICA

INSTITUTO DE INVESTIGACIÓN E
INNOVACIÓN BIOMÉDICA DE CÁDIZ

Excellence in Research HR Survey

HRS4R Working Group

Introduction


Survey sent to INiBICA staff on 01/11/2023 using the SurveyMonkey tool . In addition , the INiBICA RRSS and in-person INiBICA groups visits and spaces were promoted with QR and information to encourage participation .

- **949** invitations sent.
- Participation percentage (personal DB closing 2022)
- 102 surveyed (answers FCADIZ: 42/ SSPA:16 / UCA:44)
 - **FCADIZ** 103 people - 42 answers /103 = **40,77%**
 - **INiBICA** (FCADIZ+SSPA+UCA) = 102 answers /949 = **10,7 %**

21 Questions in which respondents could choose between five rated options according to your experience , rate from 1 to 5 (being 1 “totally disagree” and 5 “totally agree”) the following statements regarding FCADIZ/INIBICA.

For each question , the arithmetic mean is provided .

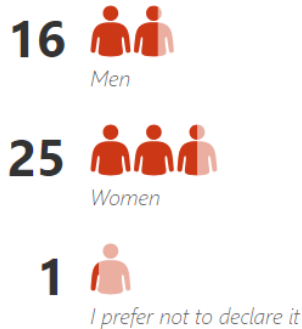
Introduction

- The trend of INIBICA responses is homogeneous with the responses of FCADIZ staff, therefore, the GAP is applicable to both institutions.
 - The survey is carried out in both Spanish and English; nationality is not requested because it is considered potentially discriminatory and due to the very low international percentage, these being NO EU 21 and EU 1.
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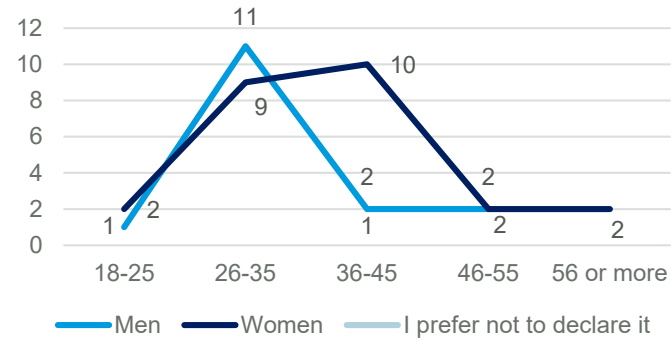
Summary of Results FCADIZ

Response rate : 102 people (10,74 %)

Response by gender

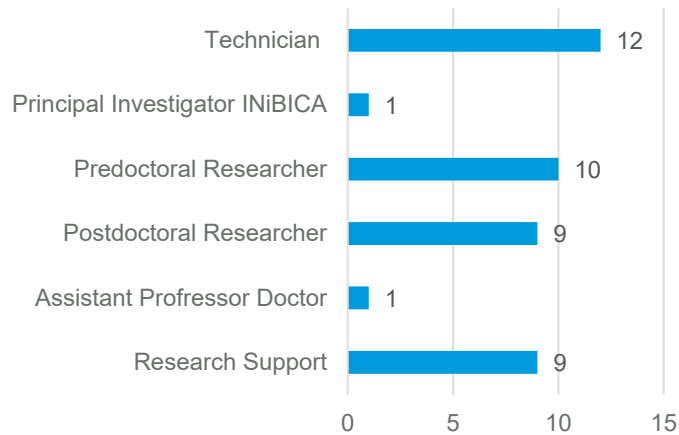


Response by age

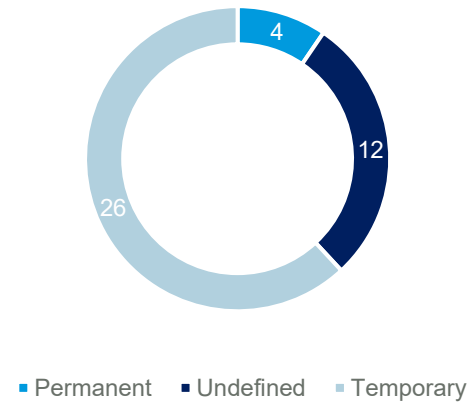


Summary of Results FCADIZ

Category

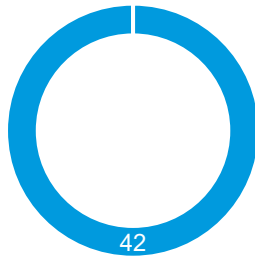


Type of contract



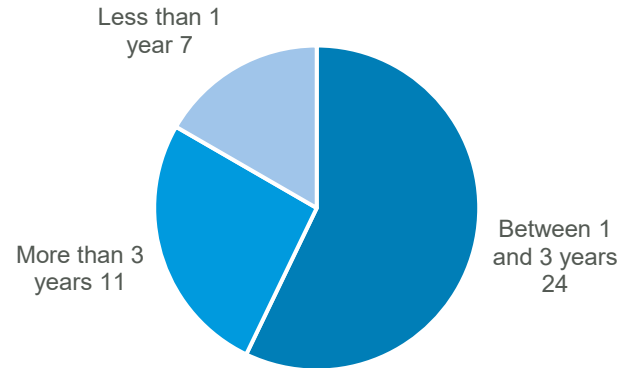
Summary of Results FCADIZ

Dedication



■ Complete

Antiquity :



■ Between 1 and 3 years ■ More than 3 years ■ Less than 1 year

Summary of Results INIBICA

Response rate : 102 people (10,74 %)

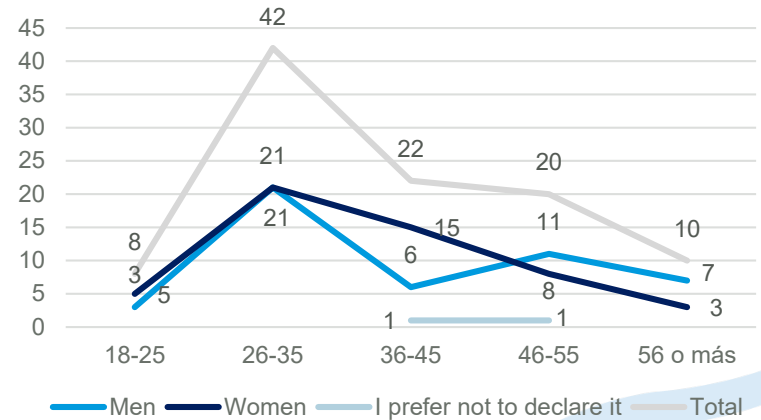
Response by gender

48 
Men

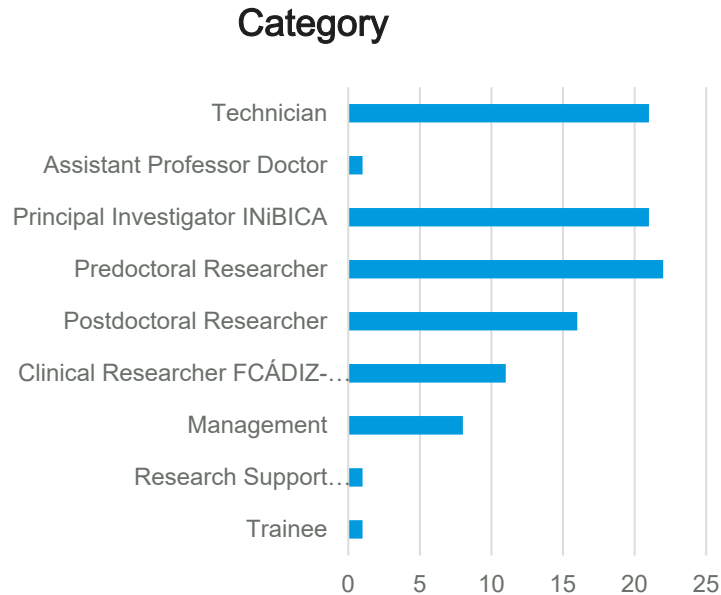
52 
Women

2 
I prefer not to declare it

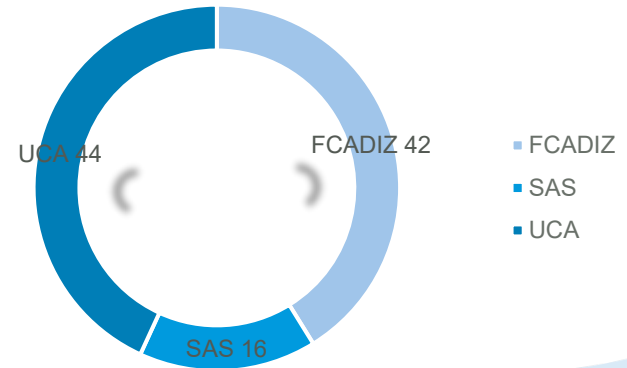
Response by age



Summary of Results INIBICA

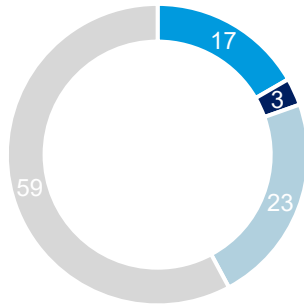


Employing Institution :



Summary of Results INIBICA

Type of contract



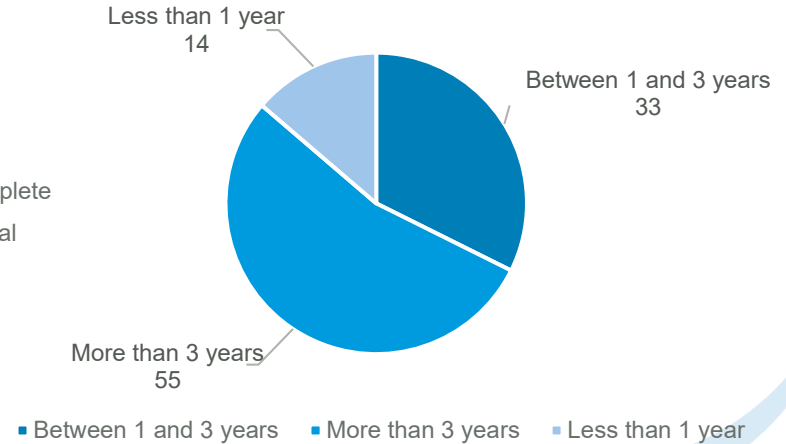
■ Permanent ■ Statutory Fixed ■ Undefined ■ Temporary

Dedication



■ Complete
■ Partial

Antiquity

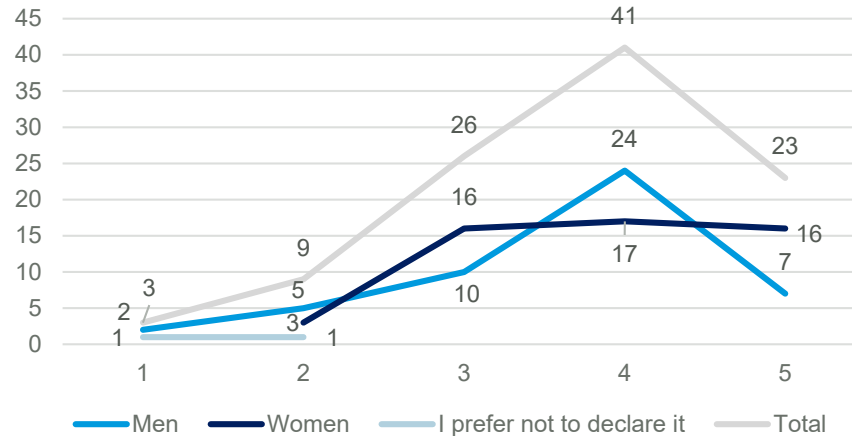


■ Between 1 and 3 years ■ More than 3 years ■ Less than 1 year

A. Ethic and working features

1. Ensures that researchers are provided with dissemination methods for broadcasting their research to the general public

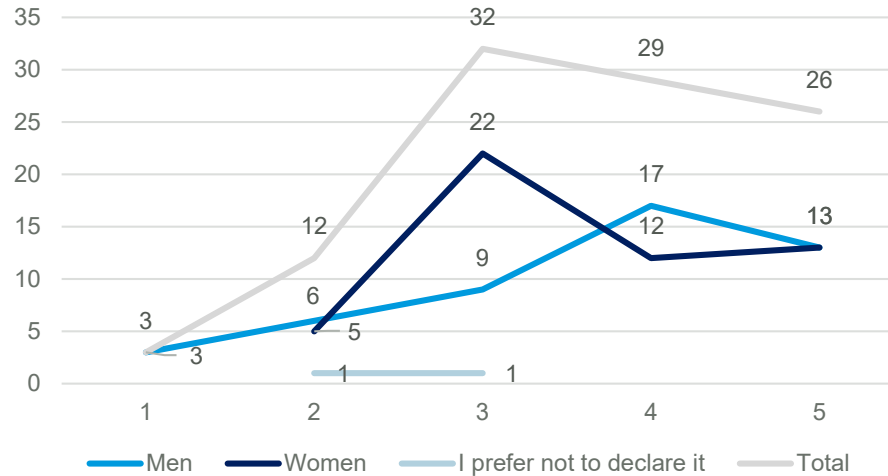
$$\bar{X} = 3,71$$



A. Ethic and working features

2. Makes clear what rights correspond to each of its members (researchers, sponsors, funding bodies) taking part in the legal side of research

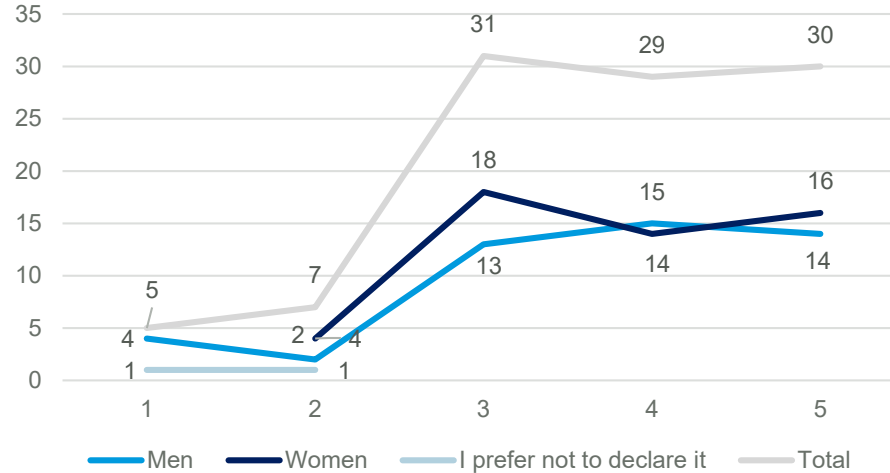
$$\bar{X} = 3,62$$



A. Ethic and working features

3. Provides researchers with legal protection as well as intellectual property rights ensuring the potential exploitation of their projects

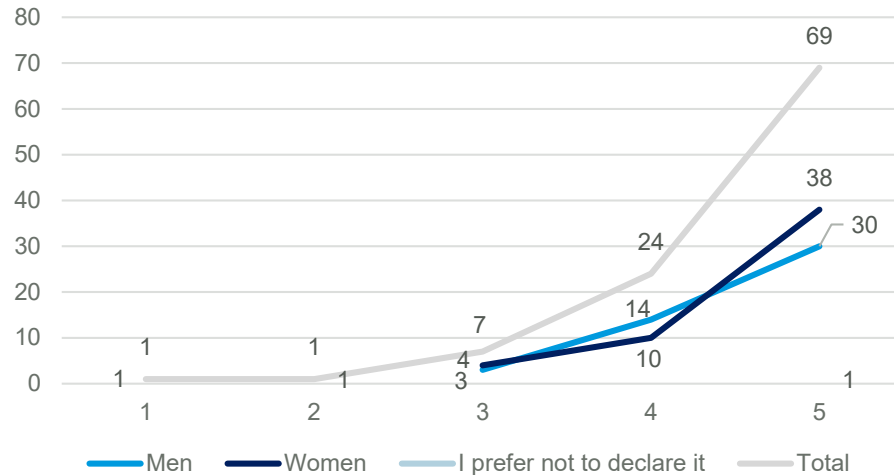
$\bar{X} = 3,70$



A. Ethic and working features

4. Promotes professional development under equal term regardless of gender, age, ethnicity, social or national background, religion, sexual orientation, language, disabilities, political views and economic or social status

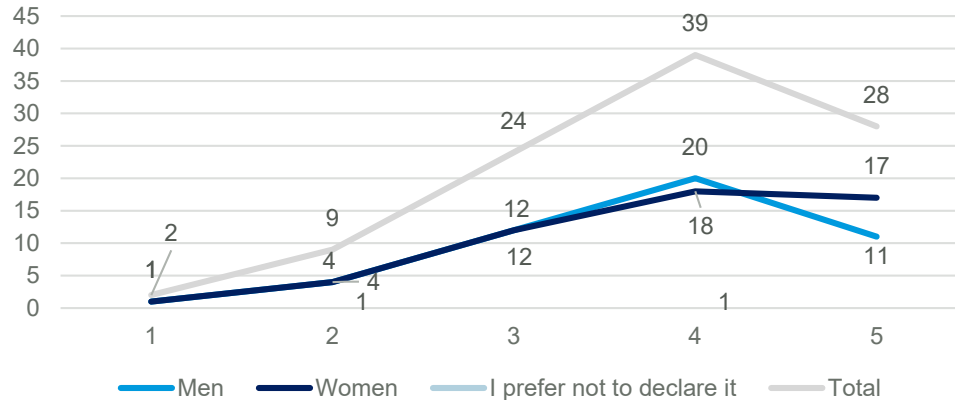
$\bar{X} = 4,55$



A. Ethic and working features

5. FCÁDIZINiBICA provides appropriate information about technological transfer

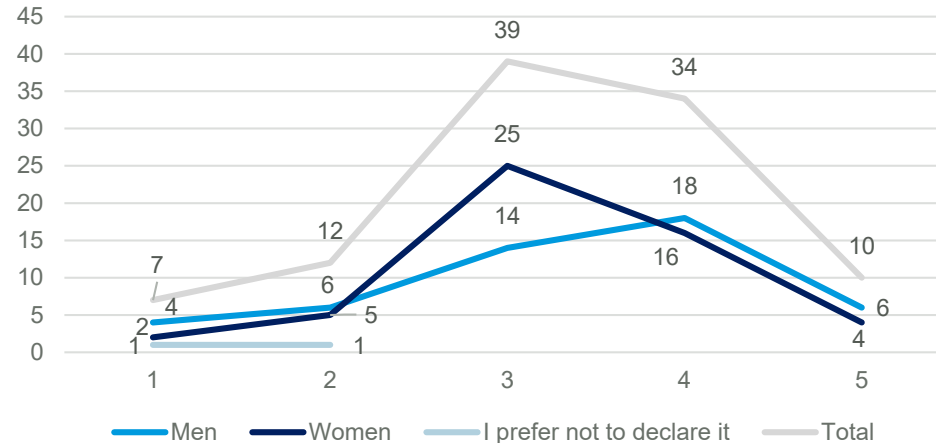
$\bar{X} = 3,80$



A. Ethic and working features

6. FCÁDIZINiBICA Ethical committee reviews are sufficiently fast

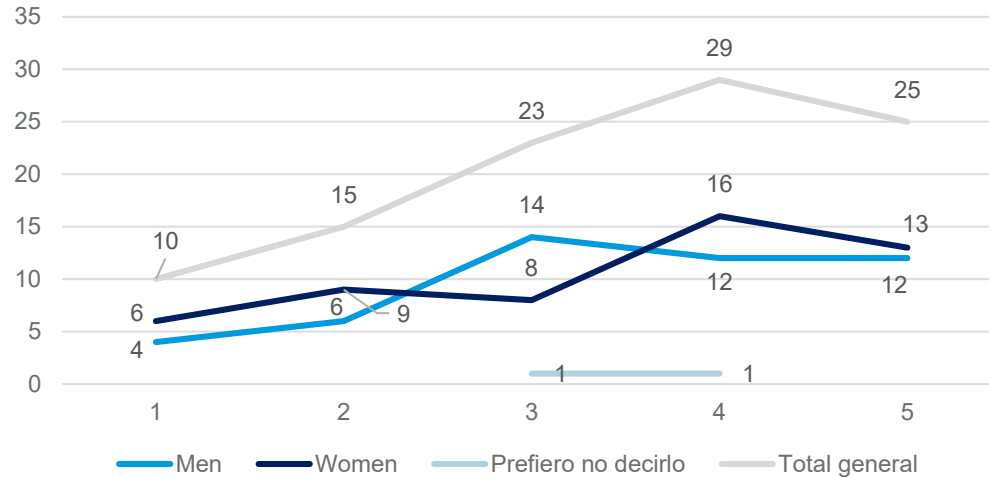
$\bar{X} = 3,27$



A. Ethic and working features

7. I am aware of the INIBICA's strategic plan as well as the FCÁDIZ -INIBICA global objectives

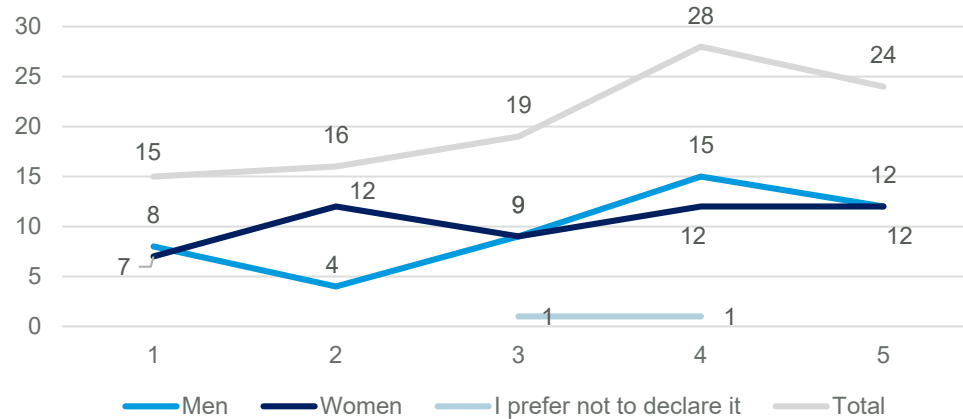
$\bar{X} = 3,46$



A. Ethic and working features

8. I know the advantages and disadvantages of being affiliated to the INIBICA

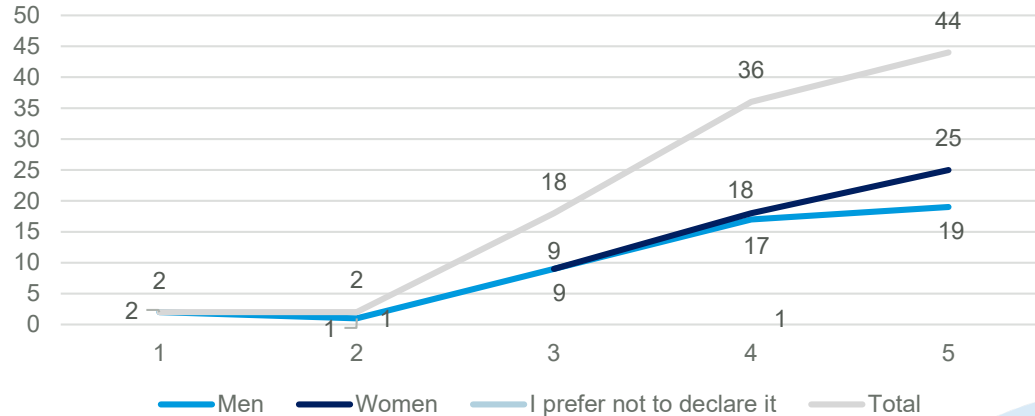
$\bar{X} = 3,31$



B. Professional Recruitment

1. Establishes adequate conditions to ensure equal opportunities in the selection and hiring processes as well as subsequent stages

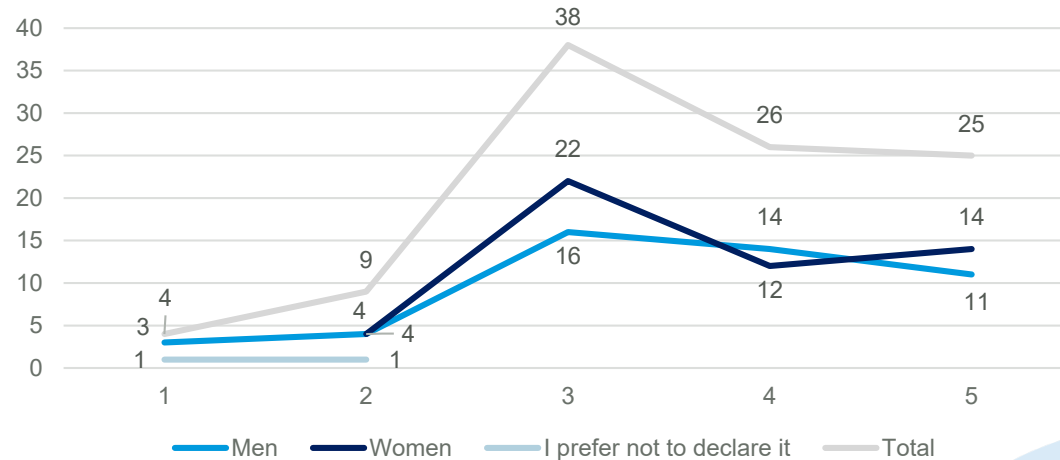
$$\bar{X} = 4,14$$



B. Professional Recruitment

2. Provides researchers with means for evaluation and assessment to have their professional trajectory accredited

$\bar{X} = 3,56$

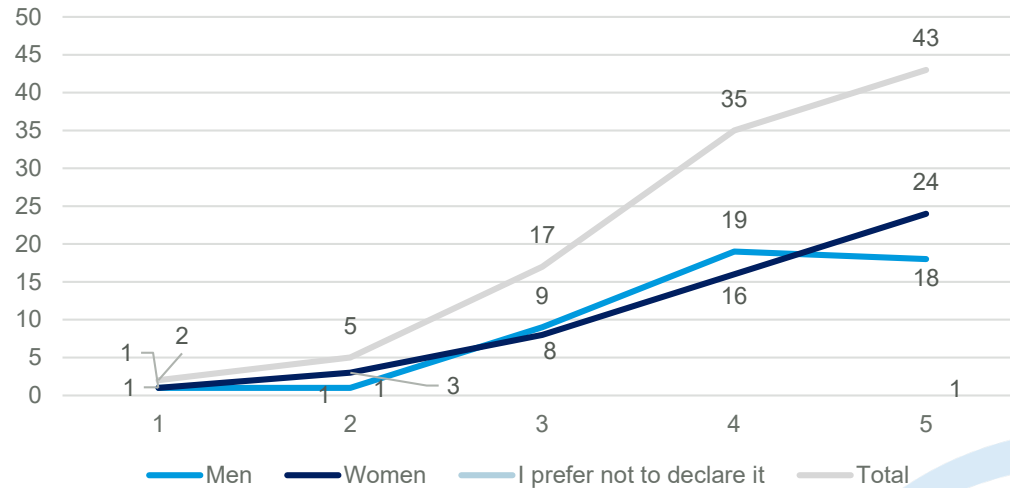


B. Professional Recruitment

3. Complies to transparency guidelines regarding recruitment processes:

A. Selection criteria :

$\bar{X} = 4,09$

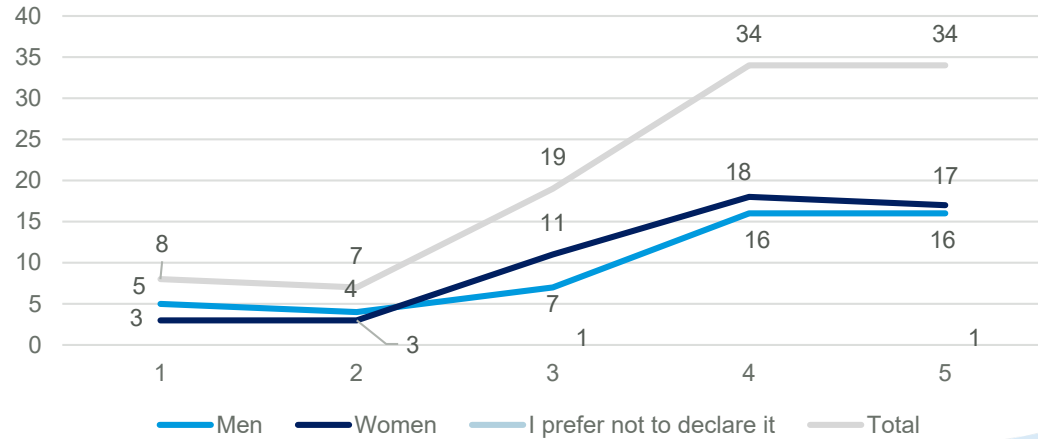


B. Professional Recruitment

3. Complies to transparency guidelines regarding recruitment processes:

B. Number of available positions

$\bar{X} = 3,75$

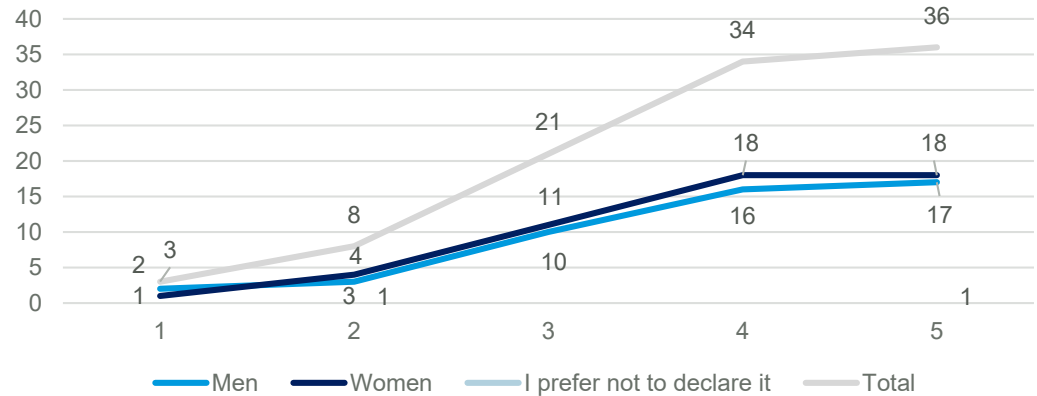


B. Professional Recruitment

3. Complies to transparency guidelines regarding recruitment processes:

C. Recruitment process development

$$\bar{X} = 3,88$$

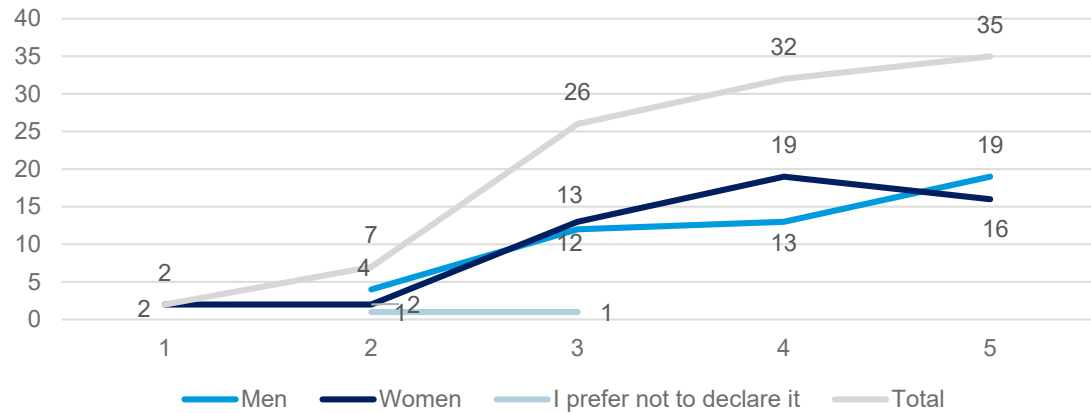


B. Professional Recruitment

3. Complies to transparency guidelines regarding recruitment processes:

D. Work conditions

$\bar{X} = 3,87$

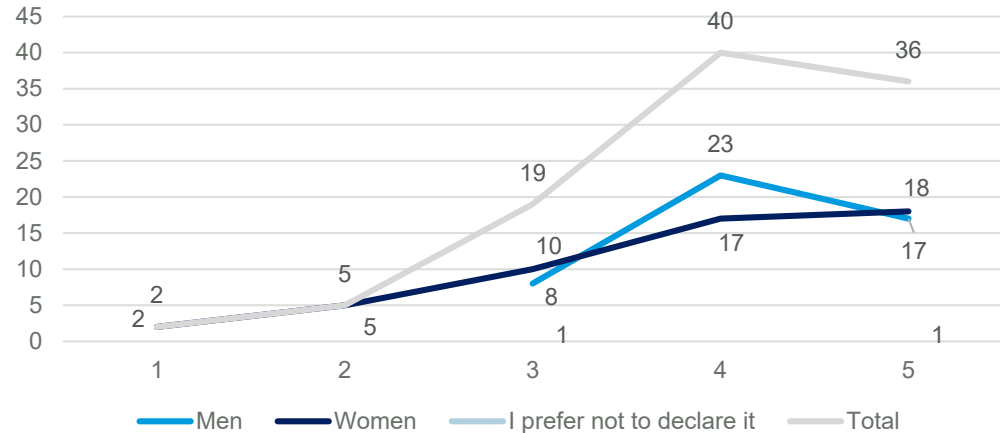


B. Professional Recruitment

3. Complies to transparency guidelines regarding recruitment processes:

E. Job description

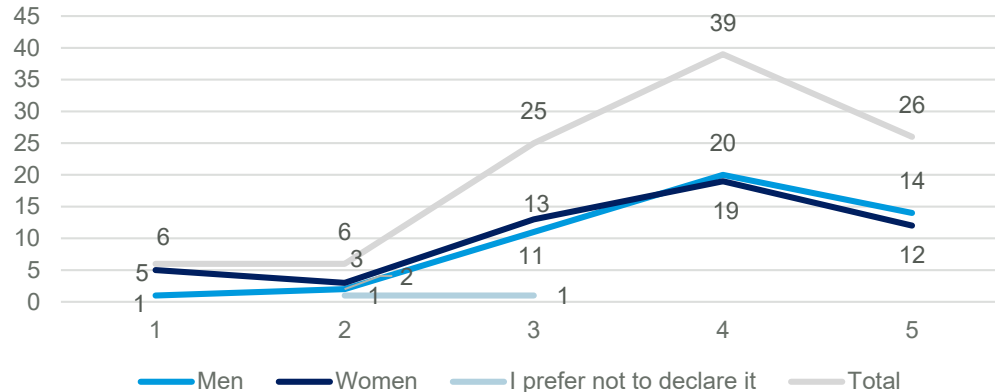
$\bar{X} = 4,00$



B. Professional Recruitment

4. Gives research position applicants adequate feedback after the selection processed is completed

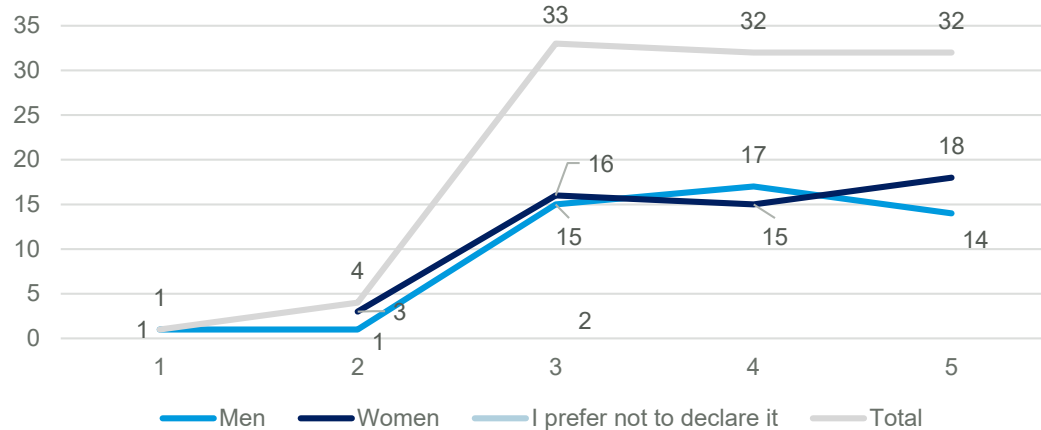
$\bar{X} = 3,72$



B. Professional Recruitment

5. Establishes selection committees with solid experience and ability to evaluate applicants

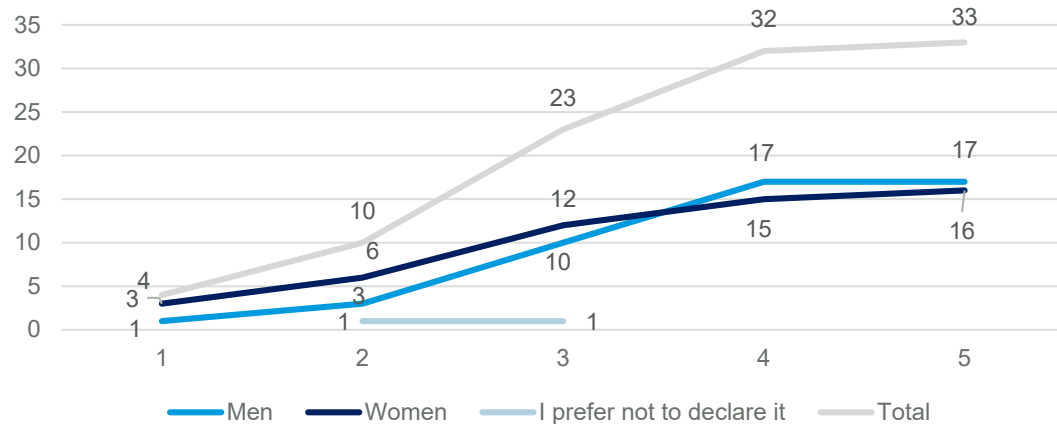
$\bar{X} = 3,88$



B. Professional Recruitment

6. Provides its job offerings are sufficiently published

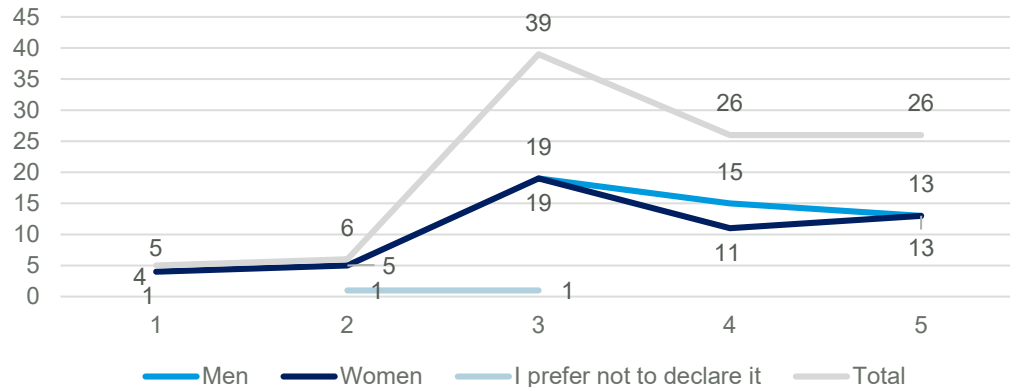
$\bar{X} = 3,77$



B. Professional Recruitment

7. Takes into account language diversity when it comes to the writing of job offers

$$\bar{X} = 3,60$$

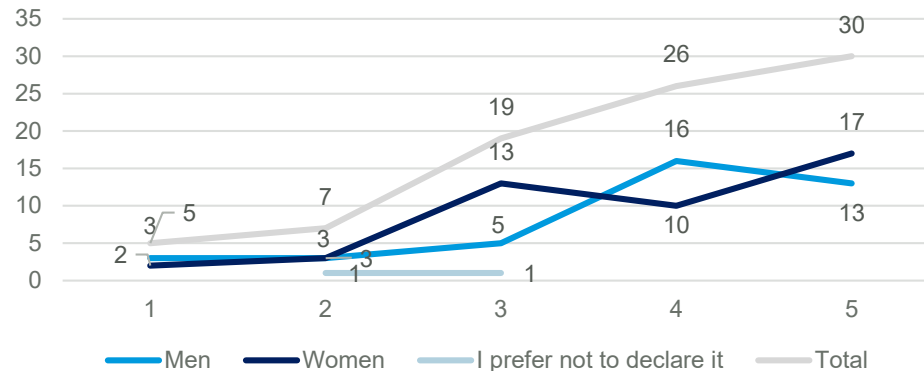


C. Work conditions

1. Provides the following information regarding labour regulations:

A. Working Place

$$\bar{X} = 3,77$$



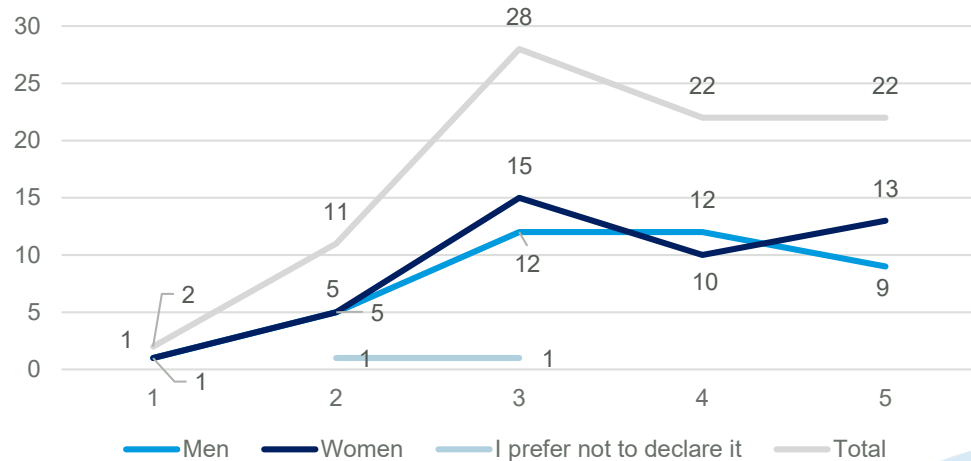
Answers : 87
 Ns/Nc: 15

C. Work conditions

1. Provides the following information regarding labour regulations:

B. Promotes teleworking

$$\bar{X} = 3,57$$



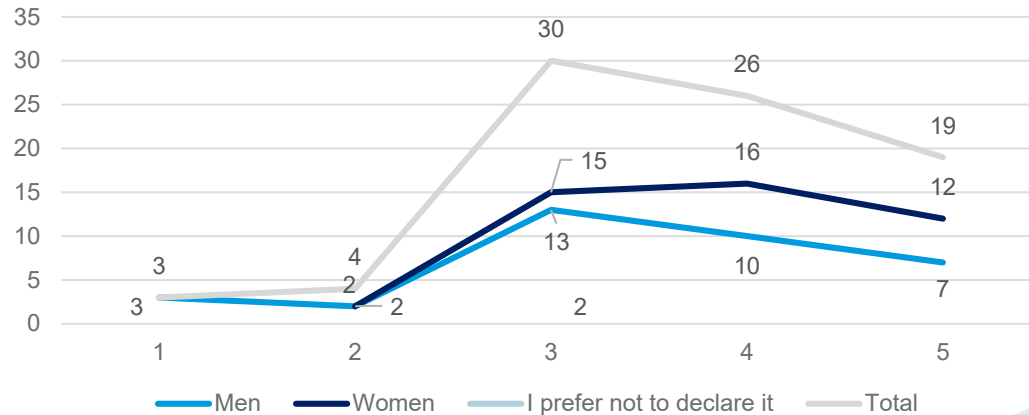
Answers : 85
 Ns/Nc: 17

C. Work conditions

1. Provides the following information regarding labour regulations:

C. Promotes the inclusion of people with functional diversity

$$\bar{X} = 3,63$$



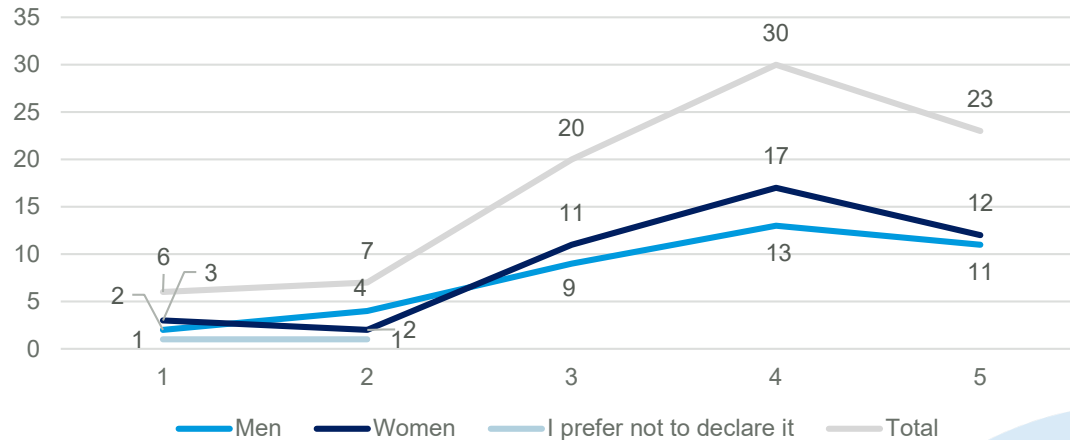
Answers : 82
 Ns/Nc: 20

C. Work conditions

1. Provides the following information regarding labour regulations:

D. Promotes acces to the different facilities /infrastructures of the Institute

$$\bar{X} = 3,67$$



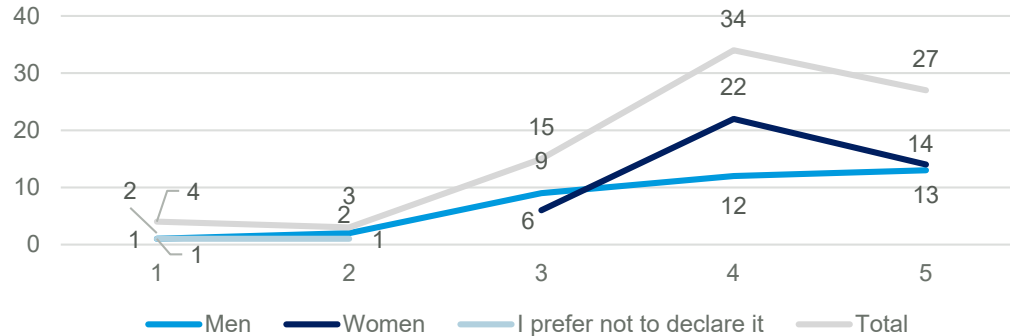
Answers : 86
Ns/Nc: 16

C. Work conditions

1. Provides the following information regarding labour regulations:

E. The environment is pleasant, positive and favors the research career

$\bar{X} = 3,91$

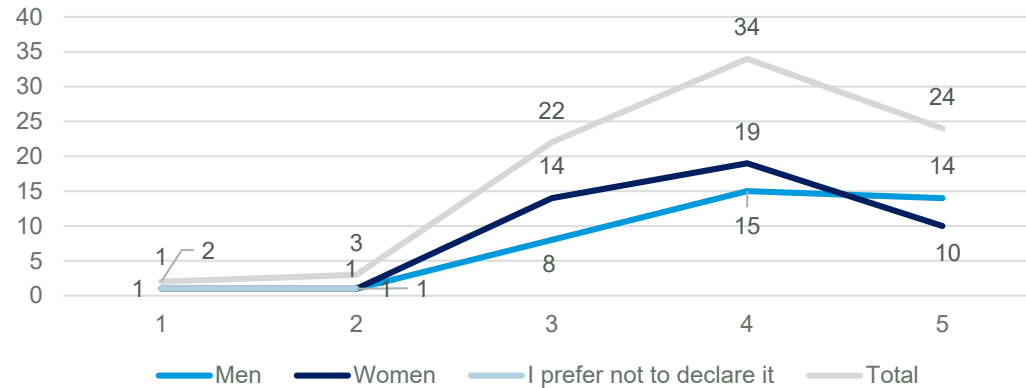


C. Work conditions

1. Provides the following information regarding labour regulations:

F. Research staff receive adequate administrative support

$\bar{X} = 3,87$



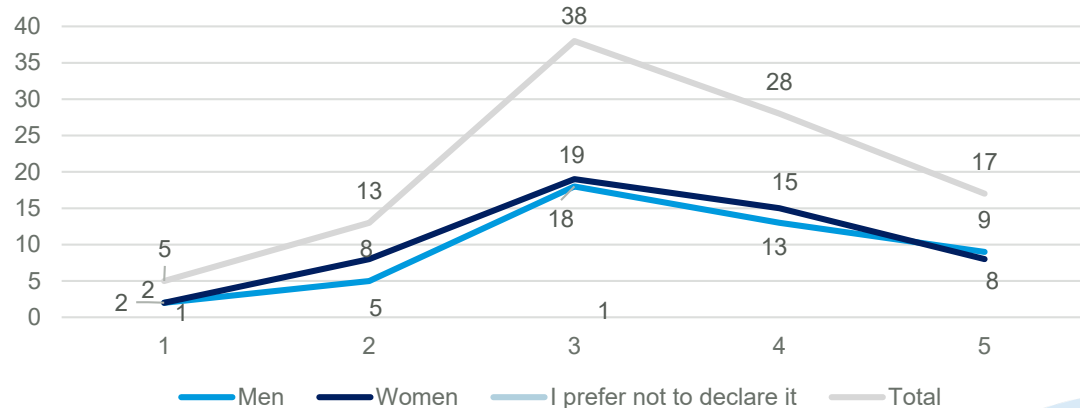
Answers : 85
Ns/Nc: 17

D. Training and career development

- Provides support and specialized orientation regarding scientific career development through different means

A. Workshops

$$\bar{X} = 3,40$$



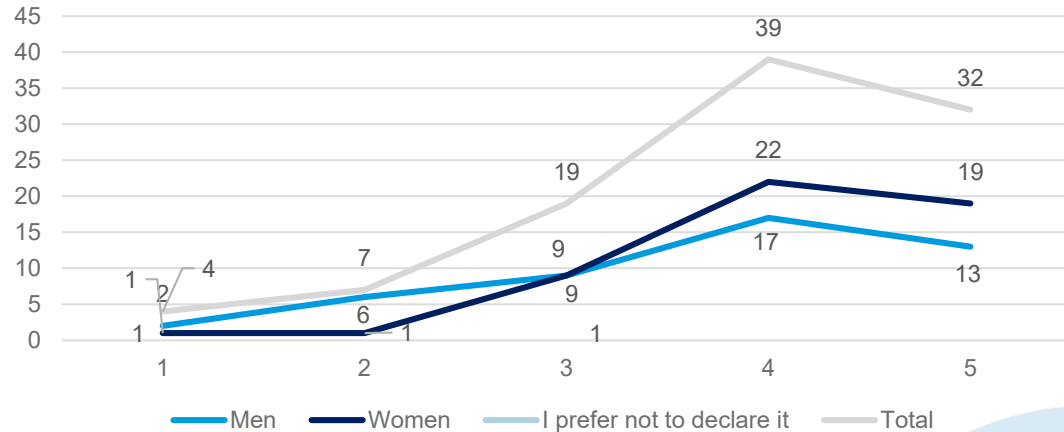
Answers : 101
 Ns/Nc: 1

D. Training and career development

- Provides support and specialized orientation regarding scientific career development through different means

B. Seminars

$$\bar{X} = 3,84$$

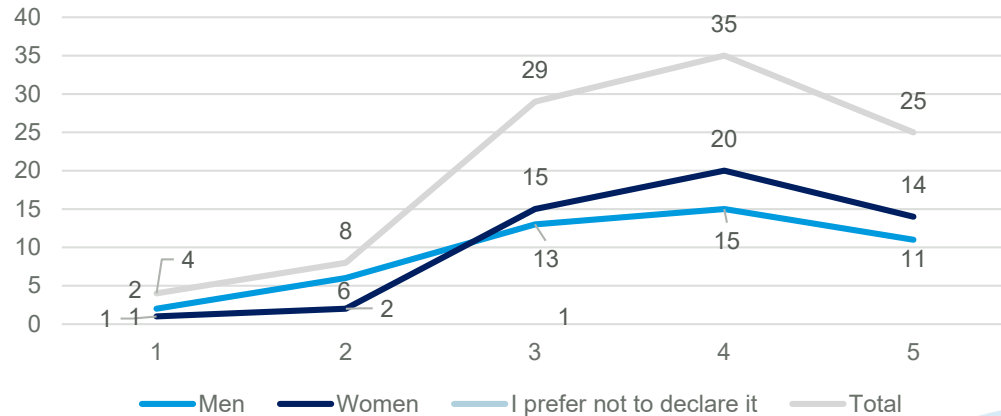


D. Training and career development

1. Provides support and specialized orientation regarding scientific career development through different means

C. Conferences

$$\bar{X} = 3,70$$

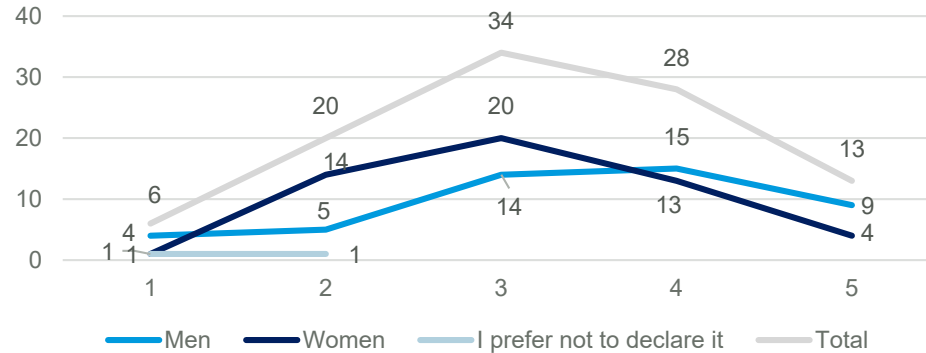


D. Training and career development

1. Provides support and specialized orientation regarding scientific career development through different means

D. Formal training

$$\bar{X} = 3,25$$



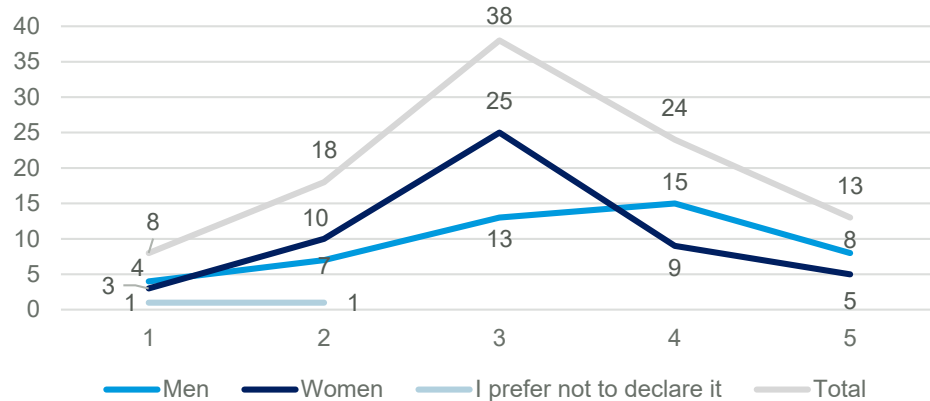
Answers : 101
Ns/Nc: 1

D. Training and career development

1. Provides support and specialized orientation regarding scientific career development through different means

E. Elearning

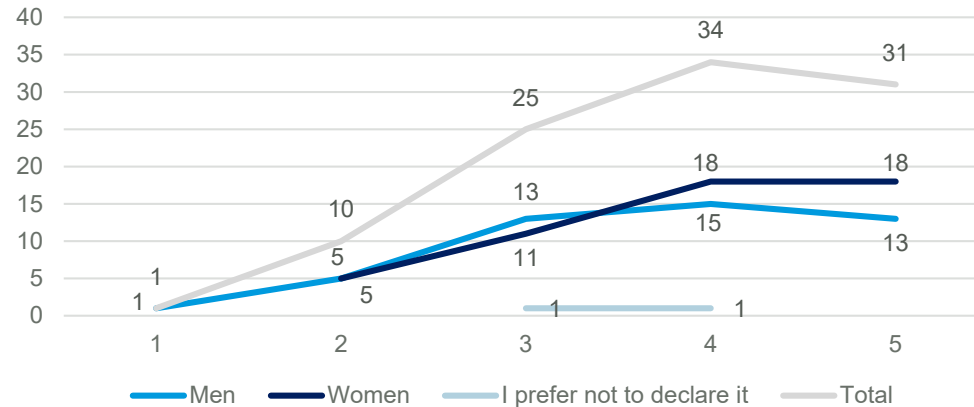
$$\bar{X} = 3,19$$



D. Training and career development

2. Provides media campaign or diffusion of all the events taking place in the institution

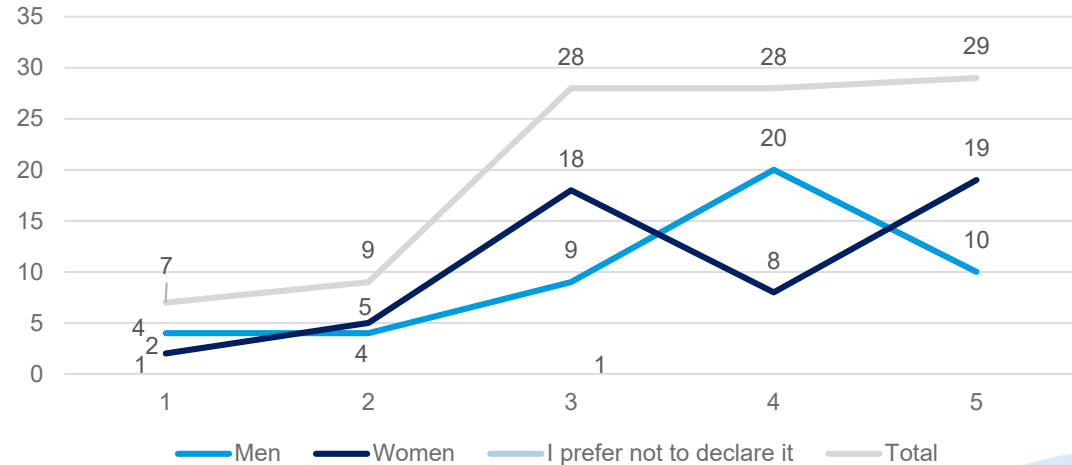
$$\bar{X} = 3,86$$



D. Training and career development

3. Encourages researchers to develop their career

$\bar{X} = 3,65$

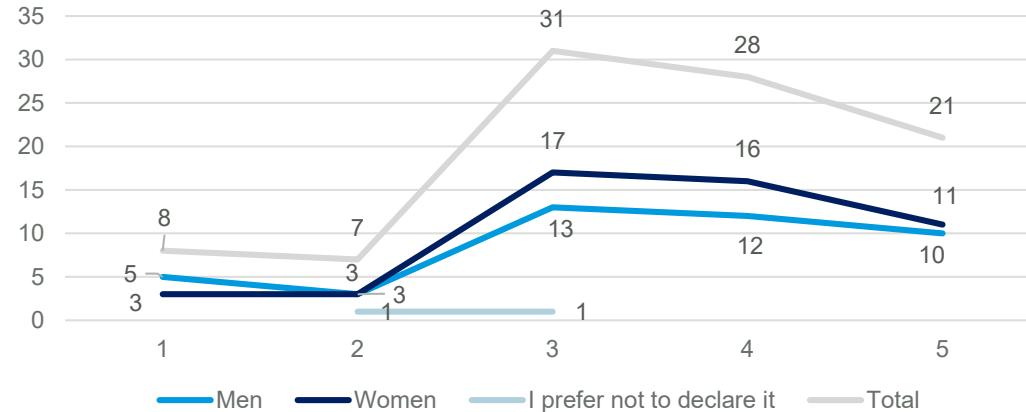


Answers : 101
Ns/Nc: 1

D. Training and career development

5. Offers support and counselling regarding professional development

$\bar{X} = 3,52$

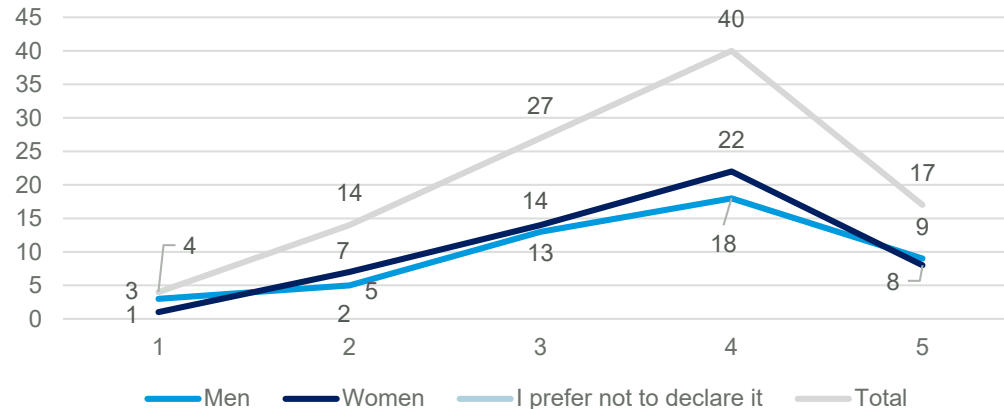



Answers : 95
Ns/Nc: 7

D. Training and career development

5. Promodes research stays abroad or at other centers of excellence

$\bar{X} = 3,52$



- After the survey carried out to obtain the HRS4R seal, there were a series of principles that were not explicitly covered by the questions asked. For this reason, 3 representatives were selected (1 R1, 1 R2 and 1 R3), an admin representative and a person from services so that they could provide valuable answers to be able to complete the principles not contemplated.
 - A “roundtable” was held via Zoom on 04/28/2023.
 - With the opinions and suggestions for improvement we were able to complete the GAP analysis to proceed to the Action Plan design.
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Thanks you!

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