

The principles of the Charter and the Code vs. answers of the UR survey respondents: a report

General principles of the Charter and the Code	Questionnaire question number(s)	% of positive answers	Level of implementation
Ethical and professional aspects			
1. Research freedom	1	73,74	+/-
2. Ethical principles	2	79,83	+/+
3. Professional responsibility	3	81,74	+/+
4. Professional attitude	4	58,61	+/-
	5	56,52	+/-
5. Contractual and legal obligations	6	69,04	+/-
6. Accountability	7	80,87	+/+
7. Good practice an research	8	74,26	+/-
8. Dissemination, exploitation of results	9	62,09	+/-
9. Public engagement	10	44,52	-/+
10. Non-discrimination	11	69,91	+/-
11. Evaluation/appraisal system	12	91,48	+/+
	13	56,35	+/-
Recruitment			
12. Recruitment (the Charter)	14	50,09	+/-
	15	45,39	-/+
13. Recruitment (the Code)	16	63,48	+/-
	17	71,13	+/-
	18	50,09	+/-
14. Selection	19	51,30	+/-
	20	67,65	+/-
15. Transparency	21	30,26	-/+
16. Judging merit	22	51,30	+/-
17. Variations in the chronological order of CVs	23	49,91	-/+
18. Recognition of mobility experience	24	52,00	+/-
19. Recognition of qualifications	25	46,96	-/+
20. Seniority	26	63,13	+/-
21. Postdoctoral appointments	27	57,39	+/-
Working conditions and social security			
22. Recognition of the profession	28	53,91	+/-
23. Research environment	29	54,43	+/-
	30	55,30	+/-
24. Working conditions	31	57,74	+/-
25. Stability and permanence of employment	32	52,00	+/-
26. Funding and salaries	33	31,48	-/+
27. Gender balance	34	50,78	+/-

28. Career development	35	55,30	+/-
29. Value of mobility	36	63,13	+/-
	37	36,00	-/+
30. Access to career advice	38	20,00	-/-
31. Intellectual property rights	39	52,00	+/-
32. Co-authorship	40	60,52	+/-
33. Teaching	41	36,70	-/+
34. Complaints/appeals	42	28,35	-/+
	43	51,13	+/-
35. Participation in decision-making bodies	44	76,52	+/+
Training and development			
36. Relations with supervisors	45	66,26	+/-
37. Supervision and managerial duties	46	57,57	+/-
38. Continuing professional development	47	79,30	+/+
39. Access to research training and continuous development	48	58,43	+/-
40. Supervision	49	55,13	+/-