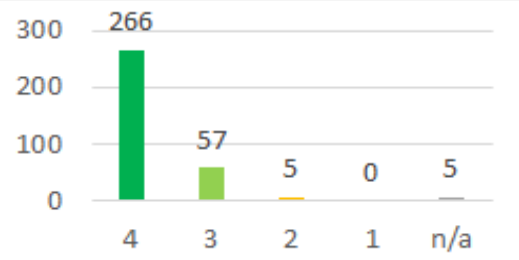
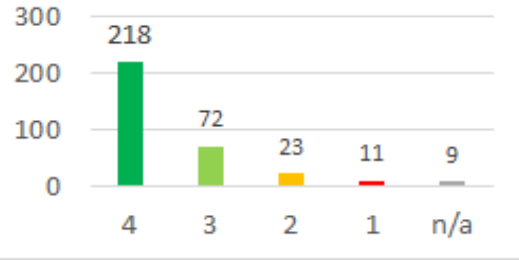


**Legend:**

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		51	17	248	17	333	Dispersion for UNIPO total	Dispersion for UNIPO total	Rating
Status		Numerical evaluation							
		Average for "researchers R1"	Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for UNIPO total			
1	Research Freedom	3,745	3,647	3,815	3,824	3,796			<b>Research Freedom</b> - are evaluated positively. The majority of responses were marked "fully implemented" 80%. 17% consider it "not fully implemented", 2% "partially implemented", 0% "insufficiently implemented" and 2% could not express it.
2	Ethical principles	3,609	3,412	3,529	3,529	3,534			<b>Ethical principles</b> - are evaluated positively. The majority of responses were marked "fully implemented" 65%. 22% consider it "not fully implemented", 7% "partially implemented", 3% "insufficiently implemented" and 3% could not express it.
3	Professional responsibility	3,490	3,250	3,538	3,471	3,512			<b>Professional responsibility</b> - are evaluated positively. The majority of responses were marked "fully implemented" 62%. 25% consider it "not fully implemented", 6% "partially implemented", 3% "insufficiently implemented" and 3% could not express it.
4	Professional attitude	3,354	2,933	3,298	3,235	3,286			<b>Professional attitude</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 47%. 32% consider it "not fully implemented", 9% "partially implemented", 6% "insufficiently implemented" and 5% could not express it.
5	Contractual and legal obligations	3,468	3,231	3,219	3,059	3,249			<b>Contractual and legal obligations</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 45%. 30% consider it "not fully implemented", 11% "partially implemented", 6% "insufficiently implemented" and 8% could not express it.

**Legend:**

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I can't comment	not evaluated

Number of answers		51	17	248	17	333	Dispersion for UNIPO total	Dispersion for UNIPO total	Rating
Status		Numerical evaluation							
		Average for "researchers R1"	Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for UNIPO total			
6	Accountability	3,783	3,933	3,839	3,824	3,834			<b>Accountability</b> - are evaluated positively. The majority of responses were marked "fully implemented" 83%. 11% consider it "not fully implemented", 1% "partially implemented", 1% "insufficiently implemented" and 4% could not express it.
7	Good practice in research	3,489	3,500	3,469	3,529	3,477			<b>Good practice in research</b> - are evaluated positively. The majority of responses were marked "fully implemented" 83%. 11% consider it "not fully implemented", 1% "partially implemented", 1% "insufficiently implemented" and 4% could not express it.
8	Dissemination, exploitation of results	3,580	3,412	3,502	3,412	3,505			<b>Dissemination, exploitation of results</b> - are evaluated positively. The majority of responses were marked "fully implemented" 62%. 28% consider it "not fully implemented", 5% "partially implemented", 3% "insufficiently implemented" and 1% could not express it.
9	Public engagement	3,404	3,375	3,402	3,412	3,401			<b>Public engagement</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 50%. 38% consider it "not fully implemented", 8% "partially implemented", 3% "insufficiently implemented" and 2% could not express it.
10	Relation with supervisors	3,320	3,188	3,258	3,188	3,261			<b>Relation with supervisors</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 48%. 32% consider it "not fully implemented", 10% "partially implemented", 6% "insufficiently implemented" and 3% could not express it.

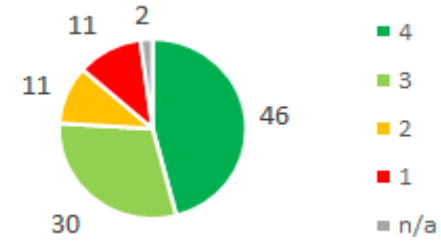
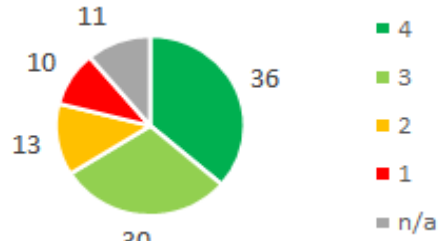
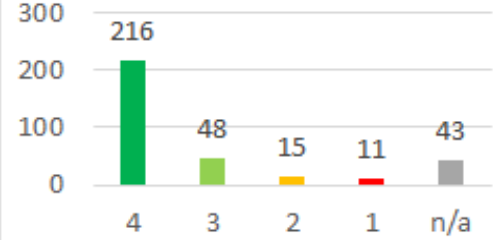
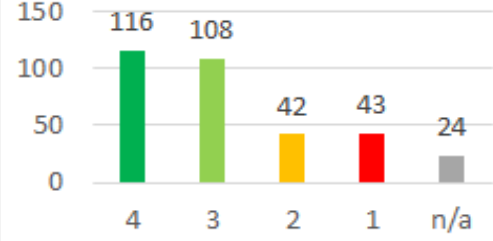
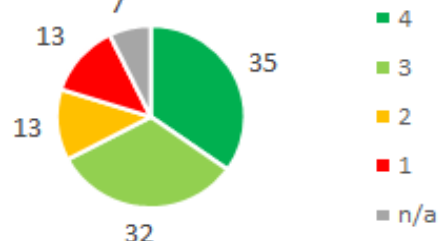
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Number of answers		51	17	248	17	333	Dispersion for UNIPO total	Dispersion for UNIPO total	Rating																								
Status		Numerical evaluation																															
		Average for "researchers R1"	Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for UNIPO total																											
11	Supervision and managerial duties	3,244	2,750	3,078	3,059	3,084	<table><tr><th>Category</th><th>Value</th></tr><tr><td>4</td><td>130</td></tr><tr><td>3</td><td>109</td></tr><tr><td>2</td><td>34</td></tr><tr><td>1</td><td>35</td></tr><tr><td>n/a</td><td>25</td></tr></table>	Category	Value	4	130	3	109	2	34	1	35	n/a	25	<table><tr><th>Category</th><th>Percentage</th></tr><tr><td>4</td><td>39%</td></tr><tr><td>3</td><td>33%</td></tr><tr><td>2</td><td>10%</td></tr><tr><td>1</td><td>11%</td></tr><tr><td>n/a</td><td>8%</td></tr></table>	Category	Percentage	4	39%	3	33%	2	10%	1	11%	n/a	8%	<b>Supervision and managerial duties</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 39%. 33% consider it "not fully implemented", 10% "partially implemented", 11% "insufficiently implemented" and 8% could not express it.
Category	Value																																
4	130																																
3	109																																
2	34																																
1	35																																
n/a	25																																
Category	Percentage																																
4	39%																																
3	33%																																
2	10%																																
1	11%																																
n/a	8%																																
12	Continuing Professional Development	3,426	2,933	3,160	3,412	3,202	<table><tr><th>Category</th><th>Value</th></tr><tr><td>4</td><td>155</td></tr><tr><td>3</td><td>103</td></tr><tr><td>2</td><td>38</td></tr><tr><td>1</td><td>26</td></tr><tr><td>n/a</td><td>11</td></tr></table>	Category	Value	4	155	3	103	2	38	1	26	n/a	11	<table><tr><th>Category</th><th>Percentage</th></tr><tr><td>4</td><td>47%</td></tr><tr><td>3</td><td>31%</td></tr><tr><td>2</td><td>11%</td></tr><tr><td>1</td><td>8%</td></tr><tr><td>n/a</td><td>3%</td></tr></table>	Category	Percentage	4	47%	3	31%	2	11%	1	8%	n/a	3%	<b>Continuing Professional Development</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 47%. 31% consider it "not fully implemented", 11% "partially implemented", 8% "insufficiently implemented" and 3% could not express it.
Category	Value																																
4	155																																
3	103																																
2	38																																
1	26																																
n/a	11																																
Category	Percentage																																
4	47%																																
3	31%																																
2	11%																																
1	8%																																
n/a	3%																																
13	Recognition of the profession	3,438	2,824	3,080	3,294	3,132	<table><tr><th>Category</th><th>Value</th></tr><tr><td>4</td><td>147</td></tr><tr><td>3</td><td>94</td></tr><tr><td>2</td><td>51</td></tr><tr><td>1</td><td>27</td></tr><tr><td>n/a</td><td>14</td></tr></table>	Category	Value	4	147	3	94	2	51	1	27	n/a	14	<table><tr><th>Category</th><th>Percentage</th></tr><tr><td>4</td><td>44%</td></tr><tr><td>3</td><td>28%</td></tr><tr><td>2</td><td>15%</td></tr><tr><td>1</td><td>8%</td></tr><tr><td>n/a</td><td>4%</td></tr></table>	Category	Percentage	4	44%	3	28%	2	15%	1	8%	n/a	4%	<b>Recognition of the profession</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 44%. 28% consider it "not fully implemented", 15% "partially implemented", 8% "insufficiently implemented" and 4% could not express it.
Category	Value																																
4	147																																
3	94																																
2	51																																
1	27																																
n/a	14																																
Category	Percentage																																
4	44%																																
3	28%																																
2	15%																																
1	8%																																
n/a	4%																																
14	Non-discrimination	3,458	3,600	3,444	3,471	3,455	<table><tr><th>Category</th><th>Value</th></tr><tr><td>4</td><td>210</td></tr><tr><td>3</td><td>68</td></tr><tr><td>2</td><td>27</td></tr><tr><td>1</td><td>18</td></tr><tr><td>n/a</td><td>10</td></tr></table>	Category	Value	4	210	3	68	2	27	1	18	n/a	10	<table><tr><th>Category</th><th>Percentage</th></tr><tr><td>4</td><td>63%</td></tr><tr><td>3</td><td>20%</td></tr><tr><td>2</td><td>8%</td></tr><tr><td>1</td><td>5%</td></tr><tr><td>n/a</td><td>3%</td></tr></table>	Category	Percentage	4	63%	3	20%	2	8%	1	5%	n/a	3%	<b>Non-discrimination</b> - are evaluated positively. The majority of responses were marked "fully implemented" 63%. 20% consider it "not fully implemented", 8% "partially implemented", 5% "insufficiently implemented" and 3% could not express it.
Category	Value																																
4	210																																
3	68																																
2	27																																
1	18																																
n/a	10																																
Category	Percentage																																
4	63%																																
3	20%																																
2	8%																																
1	5%																																
n/a	3%																																
15	Research environment	3,367	2,882	3,058	3,000	3,092	<table><tr><th>Category</th><th>Value</th></tr><tr><td>4</td><td>131</td></tr><tr><td>3</td><td>121</td></tr><tr><td>2</td><td>45</td></tr><tr><td>1</td><td>28</td></tr><tr><td>n/a</td><td>8</td></tr></table>	Category	Value	4	131	3	121	2	45	1	28	n/a	8	<table><tr><th>Category</th><th>Percentage</th></tr><tr><td>4</td><td>39%</td></tr><tr><td>3</td><td>36%</td></tr><tr><td>2</td><td>14%</td></tr><tr><td>1</td><td>8%</td></tr><tr><td>n/a</td><td>2%</td></tr></table>	Category	Percentage	4	39%	3	36%	2	14%	1	8%	n/a	2%	<b>Research environment</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 39%. 36% consider it "not fully implemented", 14% "partially implemented", 8% "insufficiently implemented" and 2% could not express it.
Category	Value																																
4	131																																
3	121																																
2	45																																
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n/a	8																																
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Number of answers		51	17	248	17	333	Dispersion for UNIPO total	Dispersion for UNIPO total	Rating
Status		Numerical evaluation							
		Average for "researchers R1"	Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for UNIPO total			
16	Working conditions	3,229	2,941	3,111	3,294	3,129			<b>Working conditions</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 46%. 30% consider it "not fully implemented", 11% "partially implemented", 11% "insufficiently implemented" and 2% could not express it.
17	Stability and permanence of employment	3,000	2,733	3,057	3,176	3,041			<b>Stability and permance of employment</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 36%. 30% consider it "not fully implemented", 13% "partially implemented", 10% "insufficiently implemented" and 11% could not express it.
18	Funding and salaries	2,703	2,188	2,408	2,313	2,428			<b>Funding and salaries</b> - are evaluated positively. The largest group of responses were marked "not fully implemented" 28%. 17% consider it "fully implemented", 19% "partially implemented", 24% "insufficiently implemented" and 12% could not express it.
19	Gender balance	3,452	3,714	3,644	3,600	3,617			<b>Gender balance</b> - are evaluated positively. The majority of responses were marked "fully implemented" 65%. 14% consider it "not fully implemented", 5% "partially implemented", 3% "insufficiently implemented" and 13% could not express it.
20	Career development	3,196	3,000	2,922	2,824	2,961			<b>Career development</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 35%. 32% consider it "not fully implemented", 13% "partially implemented", 13% "insufficiently implemented" and 7% could not express it.

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		Average for "researchers R1"	Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for UNIPO total			
21	Value of mobility	3,533	3,706	3,463	3,688	3,497			<b>Value of mobility</b> - are evaluated positively. The majority of responses were marked "fully implemented" 62%. 24% consider it "not fully implemented", 4% "partially implemented", 5% "insufficiently implemented" and 5% could not express it.
22	Access to research training and continuous development	3,178	3,000	3,123	3,125	3,125			<b>Access to research training and continuous development</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 38%. 37% consider it "not fully implemented", 11% "partially implemented", 8% "insufficiently implemented" and 6% could not express it.
23	Access to career advice	3,125	2,154	2,481	2,643	2,567			<b>Access to career advice</b> - are evaluated positively. The largest group of responses were marked "not fully implemented" 26%. 21% consider it "fully implemented", 14% "partially implemented", 22% "insufficiently implemented" and 17% could not express it.
24	Intellectual Property Rights	3,628	3,267	3,541	3,571	3,541			<b>Intellectual Property Rights</b> - are evaluated positively. The majority of responses were marked "fully implemented" 58%. 16% consider it "not fully implemented", 7% "partially implemented", 3% "insufficiently implemented" and 16% could not express it.
25	Co-authorship	3,488	3,188	3,256	3,294	3,286			<b>Co-authorship</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 49%. 27% consider it "not fully implemented", 11% "partially implemented", 6% "insufficiently implemented" and 8% could not express it.

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		Average for "researchers R1"	Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for UNIPO total			
26	Supervision	3,250	2,400	2,468	2,438	2,581			<b>Supervision</b> - are evaluated positively. The largest group of responses were marked "not fully implemented" 26%. 24% consider it "fully implemented", 14% "partially implemented", 23% "insufficiently implemented" and 13% could not express it.
27	Teaching	3,111	2,588	3,014	2,882	2,997			<b>Teaching</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 36%. 29% consider it "not fully implemented", 14% "partially implemented", 11% "insufficiently implemented" and 10% could not express it.
28	Evaluation/appraisal systems	3,368	3,235	3,236	3,438	3,263			<b>Evaluation/appraisal systems</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 47%. 28% consider it "not fully implemented", 8% "partially implemented", 8% "insufficiently implemented" and 9% could not express it.
29	Complaints/appeals	3,237	3,077	3,222	3,273	3,219			<b>Complaints/appeals</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 41%. 19% consider it "not fully implemented", 8% "partially implemented", 8% "insufficiently implemented" and 25% could not express it.
30	Participation in decision-making bodies	3,220	2,800	3,078	2,813	3,069			<b>Participation in decision-making bodies</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 36%. 30% consider it "not fully implemented", 12% "partially implemented", 9% "insufficiently implemented" and 13% could not express it.



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31	Recruitment	3,250	3,333	3,382	3,615	3,372			<b>Recruitment</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 44%. 21% consider it "not fully implemented", 5% "partially implemented", 5% "insufficiently implemented" and 11% could not express it.
32	Recruitment procedures	3,462	3,750	3,649	3,625	3,628			<b>Recruitment procedures</b> - are evaluated positively. The majority of responses were marked "fully implemented" 63%. 20% consider it "not fully implemented", 4% "partially implemented", 2% "insufficiently implemented" and 11% could not express it.
33	Selection	3,500	3,467	3,651	3,733	3,625			<b>Selection</b> - are evaluated positively. The majority of responses were marked "fully implemented" 64%. 21% consider it "not fully implemented", 3% "partially implemented", 2% "insufficiently implemented" and 10% could not express it.
34	Transparency	3,333	3,750	3,644	3,625	3,603			<b>Transparency</b> - are evaluated positively. The majority of responses were marked "fully implemented" 62%. 20% consider it "not fully implemented", 3% "partially implemented", 3% "insufficiently implemented" and 11% could not express it.
35	Judging merit	3,474	3,727	3,511	3,533	3,516			<b>Judging merit</b> - are evaluated positively. The majority of responses were marked "fully implemented" 54%. 23% consider it "not fully implemented", 5% "partially implemented", 2% "insufficiently implemented" and 14% could not express it.

**Legend:**

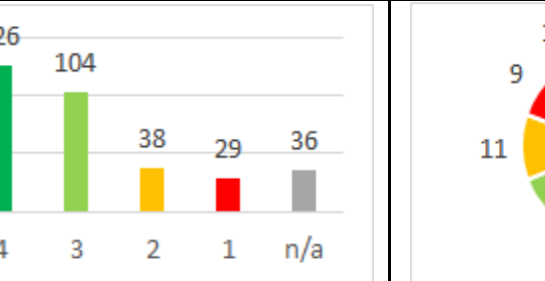
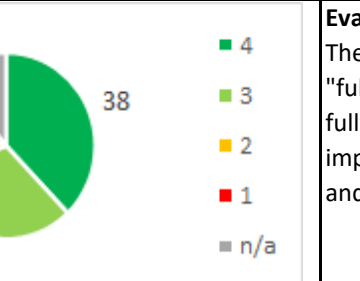
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36	Variations in the chronological order of CVs	3,250	3,111	2,633	3,385	2,792			<b>Variations in the chronological order of CVs</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 23%. 21% consider it "not fully implemented", 5% "partially implemented", 16% "insufficiently implemented" and 23% could not express it.
37	Recognition of mobility experience	3,452	3,417	3,396	3,600	3,416			<b>Recognition of mobility experience</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 50%. 27% consider it "not fully implemented", 8% "partially implemented", 4% "insufficiently implemented" and 13% could not express it.
38	Recognition of qualifications	3,452	3,500	3,417	3,467	3,429			<b>Recognition of qualifications</b> - are evaluated positively. The majority of responses were marked "fully implemented" 52%. 23% consider it "not fully implemented", 8% "partially implemented", 4% "insufficiently implemented" and 13% could not express it.
39	Seniority	3,212	3,500	3,535	3,538	3,495			<b>Seniority</b> - are evaluated positively. The majority of responses were marked "fully implemented" 51%. 26% consider it "not fully implemented", 4% "partially implemented", 3% "insufficiently implemented" and 16% could not express it.
40	Postdoctoral appointments	2,882	2,923	2,918	2,867	2,910			<b>Postdoctoral appointments</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 31%. 18% consider it "not fully implemented", 11% "partially implemented", 14% "insufficiently implemented" and 26% could not express it.



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Status		Numerical evaluation							
		Average for "researchers R1"	Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for UNIPO total			
41	Evaluation systems	3,238	3,133	3,085	2,941	3,101			<b>Evaluation systems</b> - are evaluated positively. The largest group of responses were marked "fully implemented" 38%. 31% consider it "not fully implemented", 11% "partially implemented", 9% "insufficiently implemented" and 11% could not express it.