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UNIVERSITAS STUDIORUM FLUMINENSIS
UNIVERSITY OF RIJEKA

UNIRI



University of Rijeka
Survey HRS4R 2023

Rijeka, September 2023

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1. LIST OF PRINCIPLES BY AREAS

GROUPS	PRINCIPLES
ETHICAL AND PROFESSIONAL ASPECTS	RESEARCH FREEDOM
	ETHICAL PRINCIPLES
	PROFESSIONAL RESPONSIBILITY
	PROFESSIONAL ATTITUDE
	CONTRACTUAL AND LEGAL OBLIGATIONS
	ACCOUNTABILITY
	GOOD PRACTICE IN RESEARCH
	DISSEMINATION, EXPLOITATION AND RESULTS
	PUBLIC ENGAGEMENT
	NON DISCRIMINATION
	EVALUATION/APPRaisal SYSTEMS
RECRUITMENT AND SELECTION	RECRUITMENT
	RECRUITMENT (CODE)
	SELECTION (CODE)
	TRANSPARENCY (CODE)
	JUDGING MERIT (CODE)
	VARIATIONS IN THE CHRONOLOGICAL ORDER OF CVs (CODE)
	RECOGNITION OF MOBILITY EXPERIENCE (CODE)
	RECOGNITION OF QUALIFICATIONS (CODE)
	SENIORITY (CODE)
	POSTDOCTORAL APPOINTMENTS (CODE)
WORKING CONDITIONS AND SOCIAL SECURITY	RECOGNITION OF PROFESSION
	RESEARCH ENVIRONMENT
	WORKING CONDITIONS
	STABILITY AND PERFORMANCE OF EMPLOYMENT
	FUNDING AND SALARIES
	GENDER BALANCE
	CAREER DEVELOPMENT

	VALUE OF MOBILITY
	ACCESS TO CAREER ADVICE
	INTELLECTUAL PROPERTY RIGHTS
	CO-AUTHORSHIP
	TEACHING
	COMPLAINTS / APPEALS
	PARTICIPATION IN DECISION MAKING BODIES
TRAINING AND DEVELOPMENT	RELATION WITH SUPERVISORS
	SUPERVISION AND MANAGERIAL DUTIES
	CONTINUING PROFESSIONAL DEVELOPMENT
	ACCESS TO RESEARCH TRAINING AND CONTINUOUS DEVELOPMENT
	SUPERVISION

2. NUMBER OF RESEARCHERS BY CAREER STAGE BY UNIRI CONSTITUENTS

NUMBER OF POTENTIAL RESPONDENTS: 1275

NUMBER OF RESPONDENTS WHO FILLED IN THE SURVEY: 319

PERCENTAGE: 25,02%

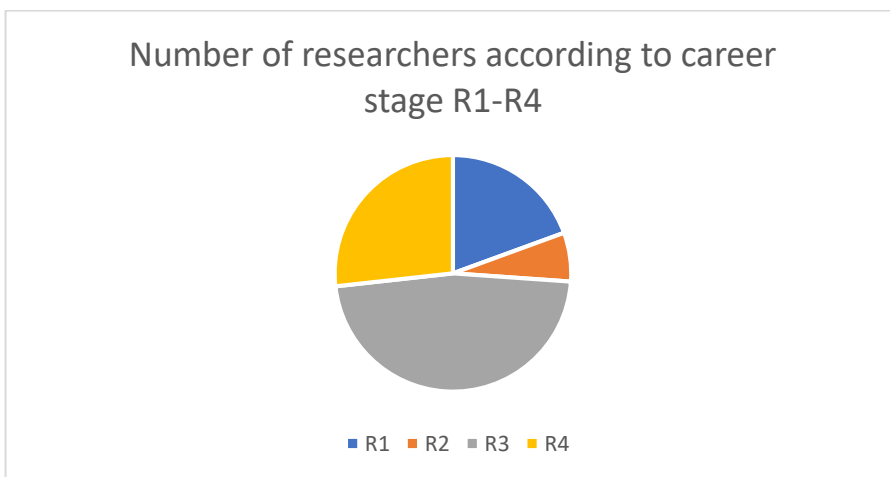
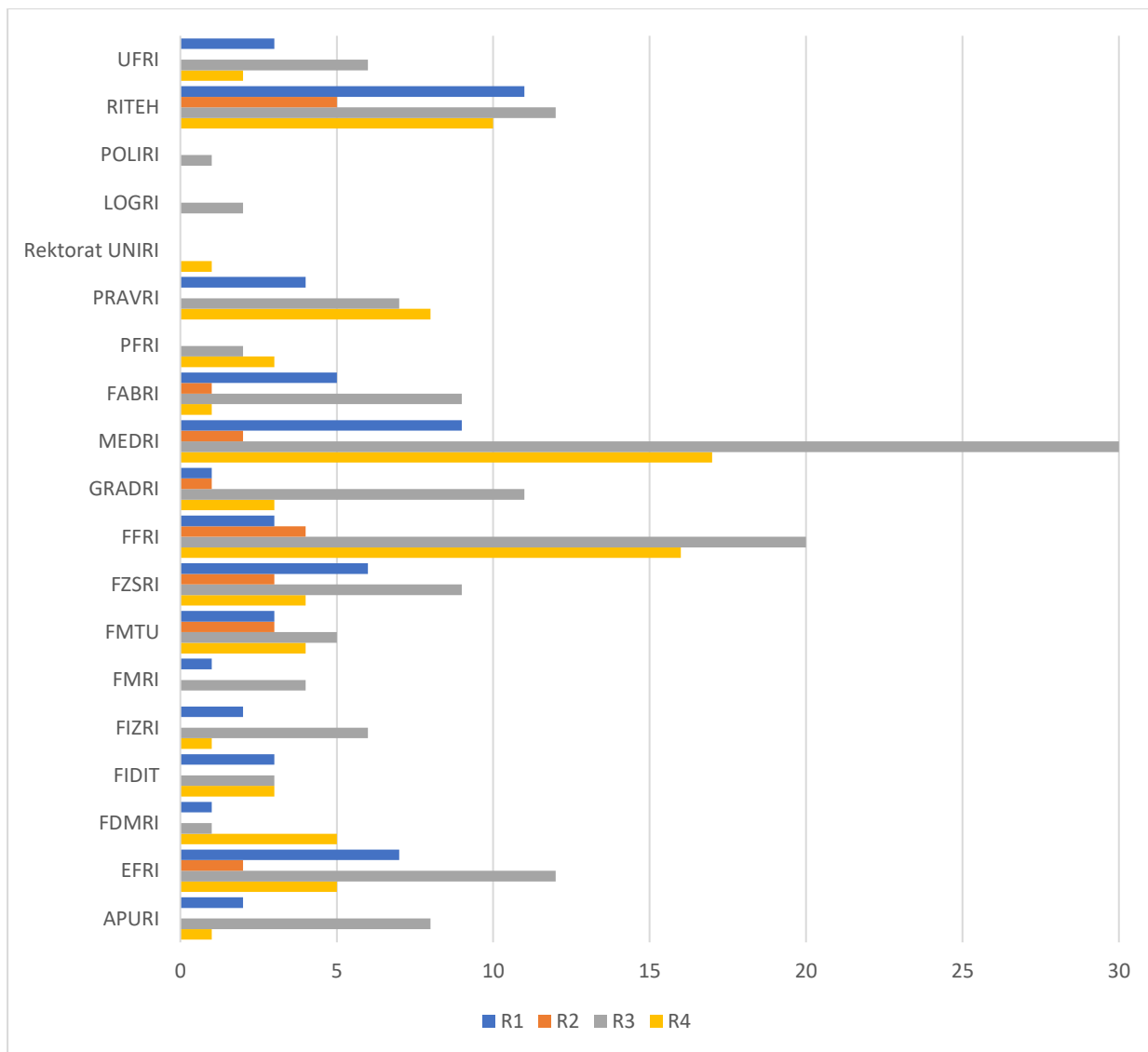
R1 First Stage Researcher (up to the point of PhD)

R2 Recognised Researcher (PhD holders or equivalent who are not yet fully independent)

R3 Established Researcher (researchers who have developed a level of independence.)

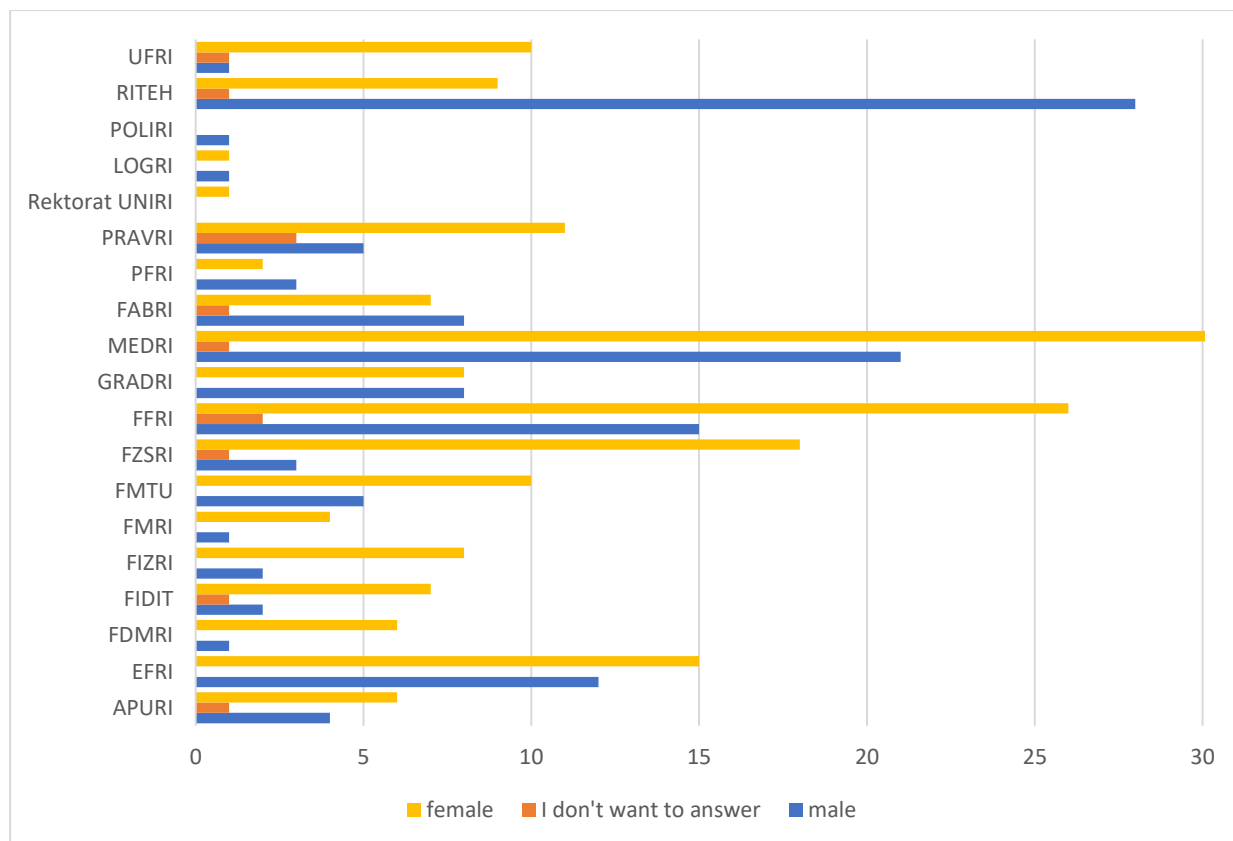
R4 Leading Researcher (researchers leading their research area or field)

	Group R1 - R4				
	R1	R2	R3	R4	Total
Academy of Applied Arts (APURI)	2	0	8	1	11
Faculty of Economics (EFRI)	7	2	12	5	27
Faculty of Dental medicine (FDMRI)	1	0	1	5	7
Faculty of Informatics and Digital Technologies (FIDIT)	3	0	3	3	10
Faculty of Physics (FIZRI)	2	0	6	1	10
Faculty of Mathematics (FMRI)	1	0	4	0	5
Faculty of Tourism and Hospitality Management (FMTU)	3	3	5	4	15
Faculty of Health Studies (FZSRI)	6	3	9	4	22
Faculty of Humanities and Social Sciences (FFRI)	3	4	20	16	43
Faculty of Civil Engineering (GRADRI)	1	1	11	3	16
Faculty of Medicine (MEDRI)	9	2	30	17	58
Faculty of Biotechnology and Drug Development (FABRI)	5	1	9	1	17
Faculty of Maritime Studies (PFRI)	0	0	2	3	5
Faculty of Law (PRAVRI)	4	0	7	8	19
Rectorate (UNIRI)	0	0	0	1	1
Speech and Language Pathology (LOGRI)	0	0	2	0	2
Study of Polytechnics (POLIRI)	0	0	1	0	1
Faculty of Engineering (RITEH)	11	5	12	10	38
Faculty of Teacher Education (UFRI)	3	0	6	2	12
Total	61	21	148	84	319



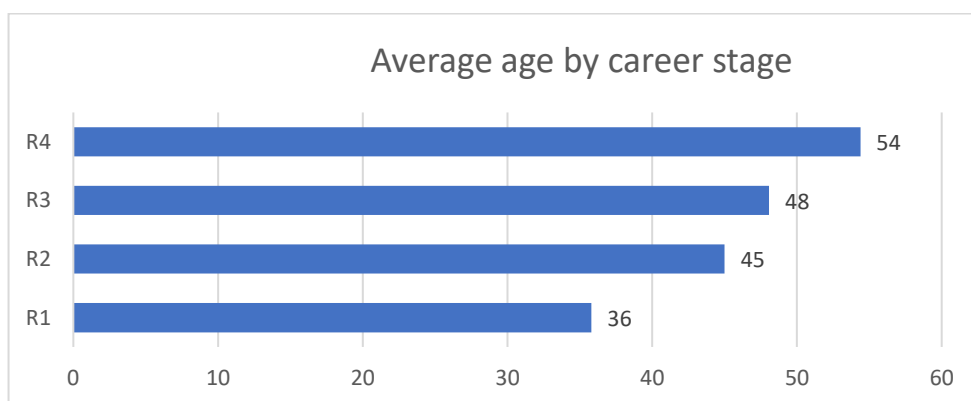
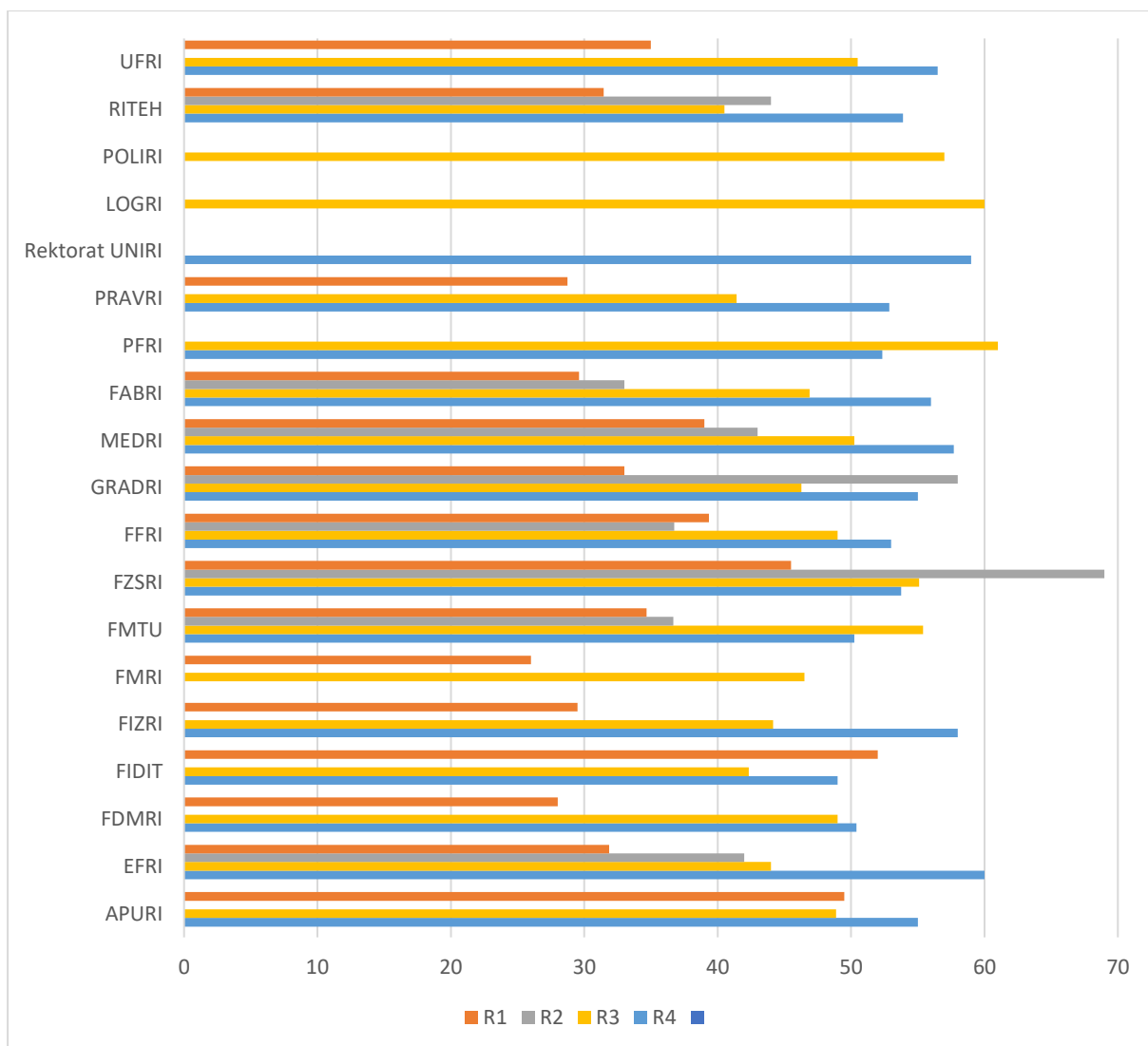
3. NUMBER OF RESEARCHERS BY CONSTITUENTS AND GENDER

	male	I don't want to answer	female
Academy of Applied Arts (APURI)	4	1	6
Faculty of Economics (EFRI)	12	0	15
Faculty of Dental medicine (FDMRI)	1	0	6
Faculty of Informatics and Digital Technologies (FIDIT)	2	1	7
Faculty of Physics (FIZRI)	2	0	8
Faculty of Mathematics (FMRI)	1	0	4
Faculty of Tourism and Hospitality Management (FMTU)	5	0	10
Faculty of Health Studies (FZSRI)	3	1	18
Faculty of Humanities and Social Sciences (FFRI)	15	2	26
Faculty of Civil Engineering (GRADRI)	8	0	8
Faculty of Medicine (MEDRI)	21	1	35
Faculty of Biotechnology and Drug Development (FABRI)	8	1	7
Faculty of Maritime Studies (PFRI)	3	0	2
Faculty of Law (PRAVRI)	5	3	11
Rectorate (UNIRI)	0	0	1
Speech and Language Pathology (LOGRI)	1	0	1
Study of Polytechnics (POLIRI)	1	0	0
Faculty of Engineering (RITEH)	28	1	9
Faculty of Teacher Education (UFRI)	1	1	10
Total	121	12	184



4. AVERAGE AGE OF RESEAERCHER BY CAREER STAGE AND CONSTITUENTS

	R1	R2	R3	R4
Academy of Applied Arts (APURI)	50		49	55
Faculty of Economics (EFRI)	32	42	44	60
Faculty of Dental medicine (FDMRI)	28		49	50
Faculty of Informatics and Digital Technologies (FIDIT)	52		42	49
Faculty of Physics (FIZRI)	30		44	58
Faculty of Mathematics (FMRI)	26		47	
Faculty of Tourism and Hospitality Management (FMTU)	35	37	55	50
Faculty of Health Studies (FZSRI)	46	69	55	54
Faculty of Humanities and Social Sciences (FFRI)	39	37	49	53
Faculty of Civil Engineering (GRADRI)	33	58	46	55
Faculty of Medicine (MEDRI)	39	43	50	58
Faculty of Biotechnology and Drug Development (FABRI)	30	33	47	56
Faculty of Maritime Studies (PFRI)			61	52
Faculty of Law (PRAVRI)	29		41	53
Rectorate (UNIRI)				59
Speech and Language Pathology (LOGRI)			60	
Study of Polytechnics (POLIRI)			57	
Faculty of Engineering (RITEH)	31	44	41	54
Faculty of Teacher Education (UFRI)	35		51	57
Total	36	45	48	54



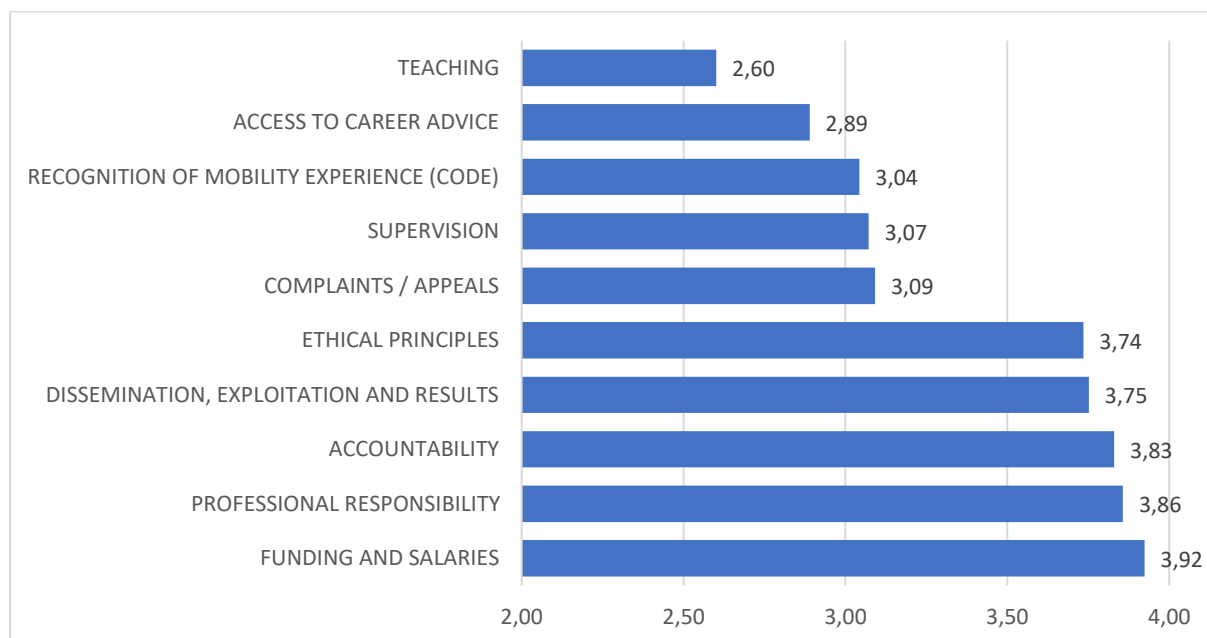
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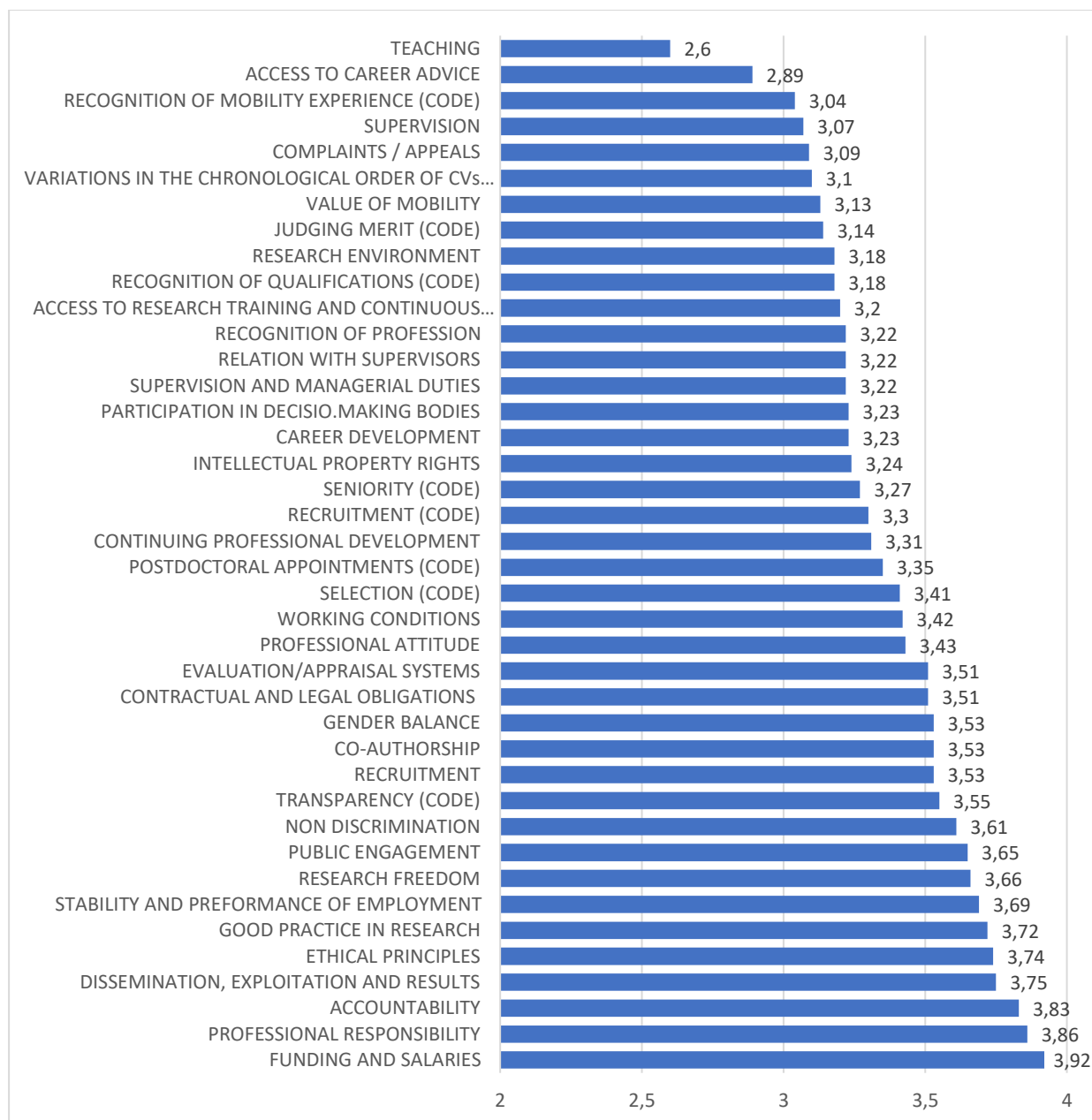
- 4 +/- YES COMPLETELY
 3 +/- YES SUBSTANTIALLY
 2 -/+ YES PARTIALLY
 1 -/- NO

5. AVERAGE IMPLEMENTATION STAGE BY PRINCIPLE

FUNDING AND SALARIES	3,92
PROFESSIONAL RESPONSIBILITY	3,86
ACCOUNTABILITY	3,83
DISSEMINATION, EXPLOITATION AND RESULTS	3,75
ETHICAL PRINCIPLES	3,74
GOOD PRACTICE IN RESEARCH	3,72
STABILITY AND PERFORMANCE OF EMPLOYMENT	3,69
RESEARCH FREEDOM	3,66
PUBLIC ENGAGEMENT	3,65
NON DISCRIMINATION	3,61
TRANSPARENCY (CODE)	3,55
RECRUITMENT	3,53
CO-AUTHORSHIP	3,53
GENDER BALANCE	3,53
CONTRACTUAL AND LEGAL OBLIGATIONS	3,51
EVALUATION/APPRaisal SYSTEMS	3,51
PROFESSIONAL ATTITUDE	3,43
WORKING CONDITIONS	3,42
SELECTION (CODE)	3,41
POSTDOCTORAL APPOINTMENTS (CODE)	3,35
CONTINUING PROFESSIONAL DEVELOPMENT	3,31
RECRUITMENT (CODE)	3,30
SENIORITY (CODE)	3,27
INTELLECTUAL PROPERTY RIGHTS	3,24
CAREER DEVELOPMENT	3,23
PARTICIPATION IN DECISION MAKING BODIES	3,23
SUPERVISION AND MANAGERIAL DUTIES	3,22
RELATION WITH SUPERVISORS	3,22
RECOGNITION OF PROFESSION	3,22
ACCESS TO RESEARCH TRAINING AND CONTINUOUS DEVELOPMENT	3,20
RECOGNITION OF QUALIFICATIONS (CODE)	3,18

RESEARCH ENVIRONMENT	3,18
JUDGING MERIT (CODE)	3,14
VALUE OF MOBILITY	3,13
VARIATIONS IN THE CHRONOLOGICAL ORDER OF CVs (CODE)	3,10
COMPLAINTS / APPEALS	3,09
SUPERVISION	3,07
RECOGNITION OF MOBILITY EXPERIENCE (CODE)	3,04
ACCESS TO CAREER ADVICE	2,89
TEACHING	2,60

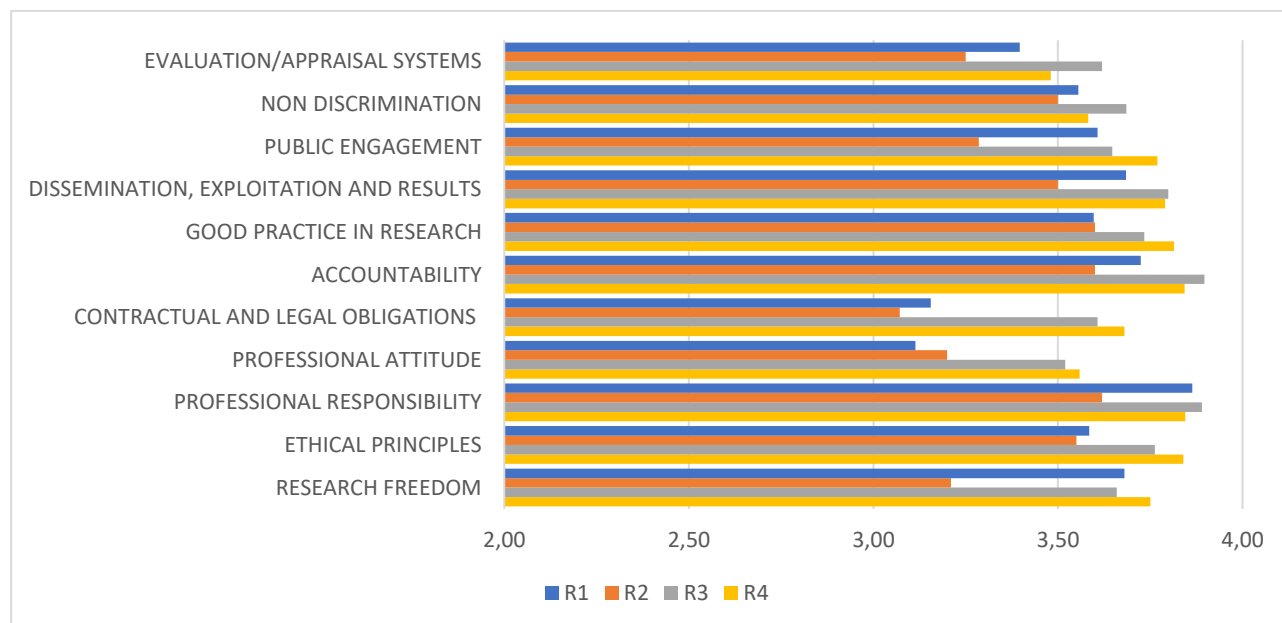




6. AVERAGE IMPLEMENTATION STAGE VS. PRINCIPLE ACCORDING TO CAREER STAGE

6.1. ETHICAL AND PROFESSIONAL ASPECTS

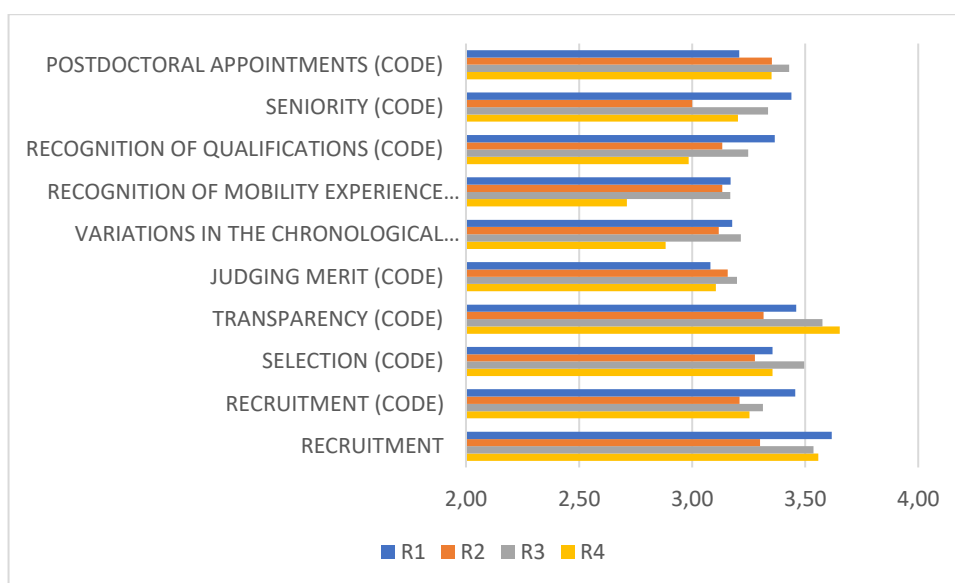
	R1	R2	R3	R4
RESEARCH FREEDOM	3,68	3,21	3,66	3,75
ETHICAL PRINCIPLES	3,58	3,55	3,76	3,84
PROFESSIONAL RESPONSIBILITY	3,86	3,62	3,89	3,85
PROFESSIONAL ATTITUDE	3,11	3,20	3,52	3,56
CONTRACTUAL AND LEGAL OBLIGATIONS	3,16	3,07	3,61	3,68
ACCOUNTABILITY	3,72	3,60	3,90	3,84
GOOD PRACTICE IN RESEARCH	3,60	3,60	3,73	3,81
DISSEMINATION, EXPLOITATION AND RESULTS	3,68	3,50	3,80	3,79
PUBLIC ENGAGEMENT	3,61	3,29	3,65	3,77
NON DISCRIMINATION	3,56	3,50	3,69	3,58
EVALUATION/APPRaisal SYSTEMS	3,40	3,25	3,62	3,48



6.2. RECRUITMENT AND SELECTION

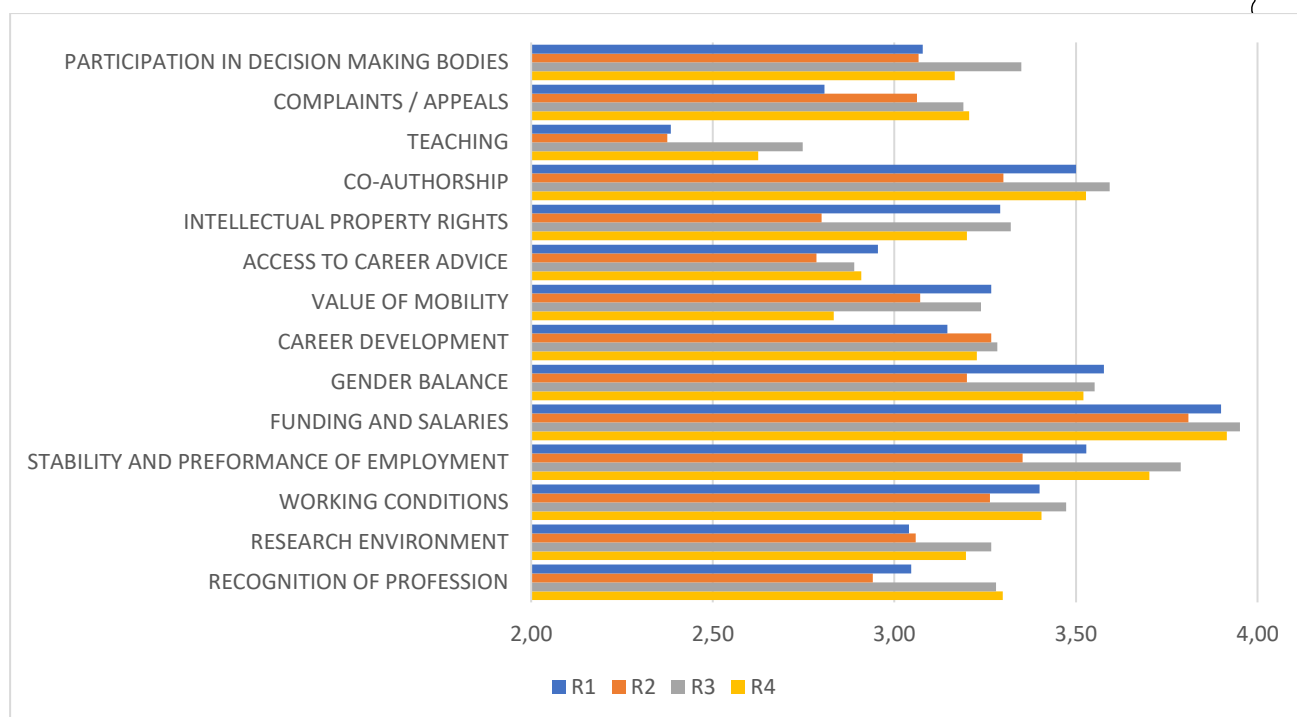
	R1	R2	R3	R4
RECRUITMENT	3,62	3,30	3,54	3,56
RECRUITMENT (CODE)	3,46	3,21	3,31	3,25
SELECTION (CODE)	3,36	3,28	3,50	3,36

TRANSPARENCY (CODE)	3,46	3,32	3,58	3,65
JUDGING MERIT (CODE)	3,08	3,16	3,20	3,10
VARIATIONS IN THE CHRONOLOGICAL ORDER OF CVs (CODE)	3,18	3,12	3,22	2,88
RECOGNITION OF MOBILITY EXPERIENCE (CODE)	3,17	3,13	3,17	2,71
RECOGNITION OF QUALIFICATIONS (CODE)	3,37	3,13	3,25	2,98
SENIORITY (CODE)	3,44	3,00	3,34	3,20
POSTDOCTORAL APPOINTMENTS (CODE)	3,21	3,35	3,43	3,35



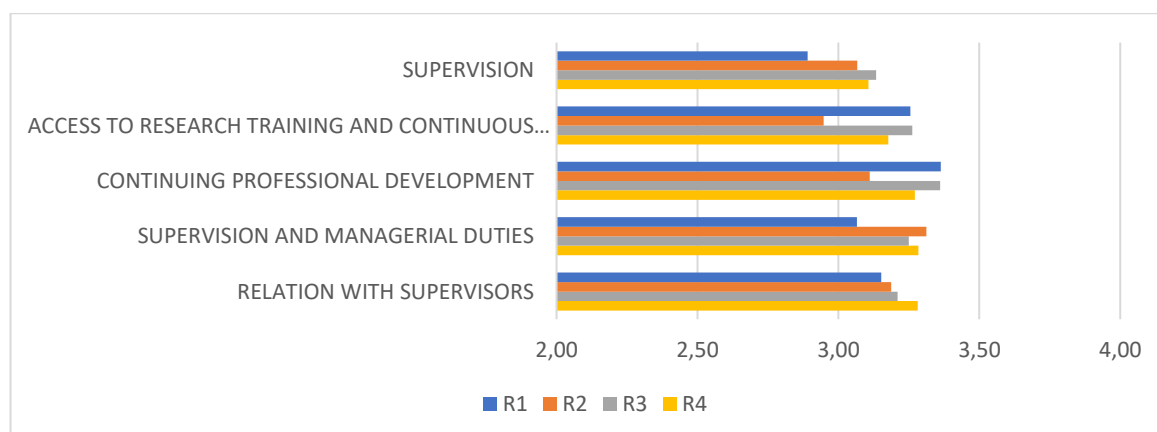
6.3. WORKING CONDITIONS AND SOCIAL SECURITY

	R1	R2	R3	R4
RECOGNITION OF PROFESSION	3,05	2,94	3,28	3,30
RESEARCH ENVIRONMENT	3,04	3,06	3,27	3,20
WORKING CONDITIONS	3,40	3,26	3,47	3,41
STABILITY AND PERFORMANCE OF EMPLOYMENT	3,53	3,35	3,79	3,70
FUNDING AND SALARIES	3,90	3,81	3,95	3,92
GENDER BALANCE	3,58	3,20	3,55	3,52
CAREER DEVELOPMENT	3,15	3,27	3,28	3,23
VALUE OF MOBILITY	3,27	3,07	3,24	2,83
ACCESS TO CAREER ADVICE	2,95	2,79	2,89	2,91
INTELLECTUAL PROPERTY RIGHTS	3,29	2,80	3,32	3,20
CO-AUTHORSHIP	3,50	3,30	3,59	3,53
TEACHING	2,38	2,38	2,75	2,63
COMPLAINTS / APPEALS	2,81	3,06	3,19	3,21
PARTICIPATION IN DECISION MAKING BODIES	3,08	3,07	3,35	3,17



6.4. TRAINING AND DEVELOPMENT

	R1	R2	R3	R4
RELATION WITH SUPERVISORS	3,15	3,19	3,21	3,28
SUPERVISION AND MANAGERIAL DUTIES	3,07	3,31	3,25	3,28
CONTINUING PROFESSIONAL DEVELOPMENT	3,36	3,11	3,36	3,27
ACCESS TO RESEARCH TRAINING AND CONTINUOUS DEVELOPMENT	3,26	2,95	3,26	3,18
SUPERVISION	2,89	3,07	3,13	3,11



7. AVERAGE IMPLEMENTATION STAGE VS. PRINCIPLE BY AREAS

7.1. ETHICAL AND PROFESSIONAL ASPECTS

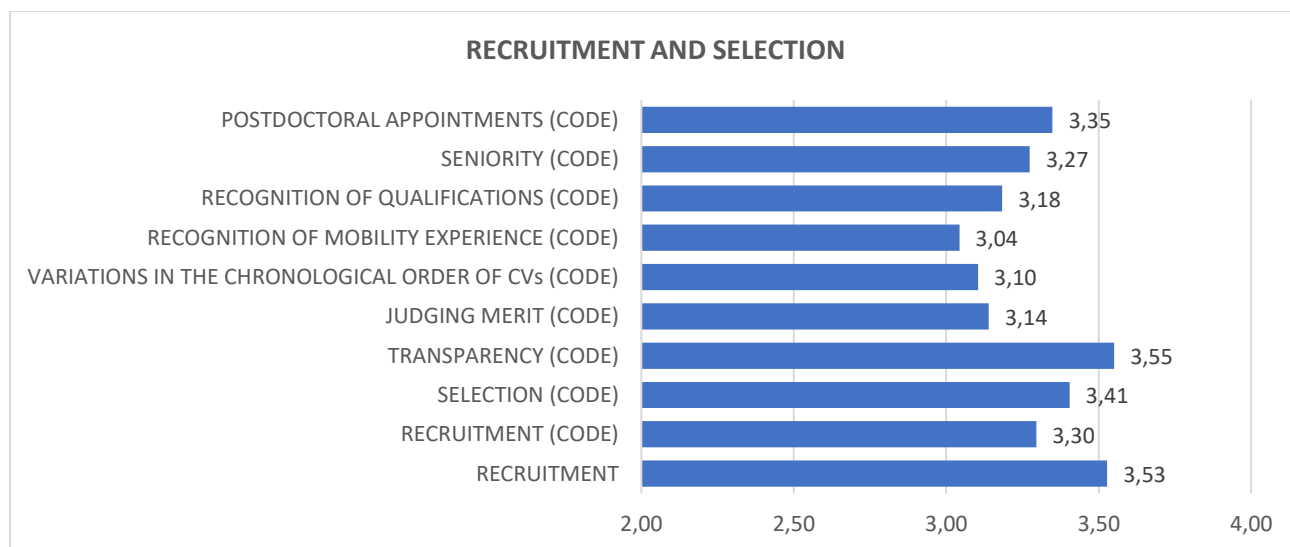
	Average
RESEARCH FREEDOM	3,66
ETHICAL PRINCIPLES	3,74
PROFESSIONAL RESPONSIBILITY	3,86
PROFESSIONAL ATTITUDE	3,43
CONTRACTUAL AND LEGAL OBLIGATIONS	3,51
ACCOUNTABILITY	3,83
GOOD PRACTICE IN RESEARCH	3,72
DISSEMINATION, EXPLOITATION AND RESULTS	3,75
PUBLIC ENGAGEMENT	3,65
NON DISCRIMINATION	3,61
EVALUATION/APPRaisal SYSTEMS	3,51



7.2. RECRUITMENT AND SELECTION

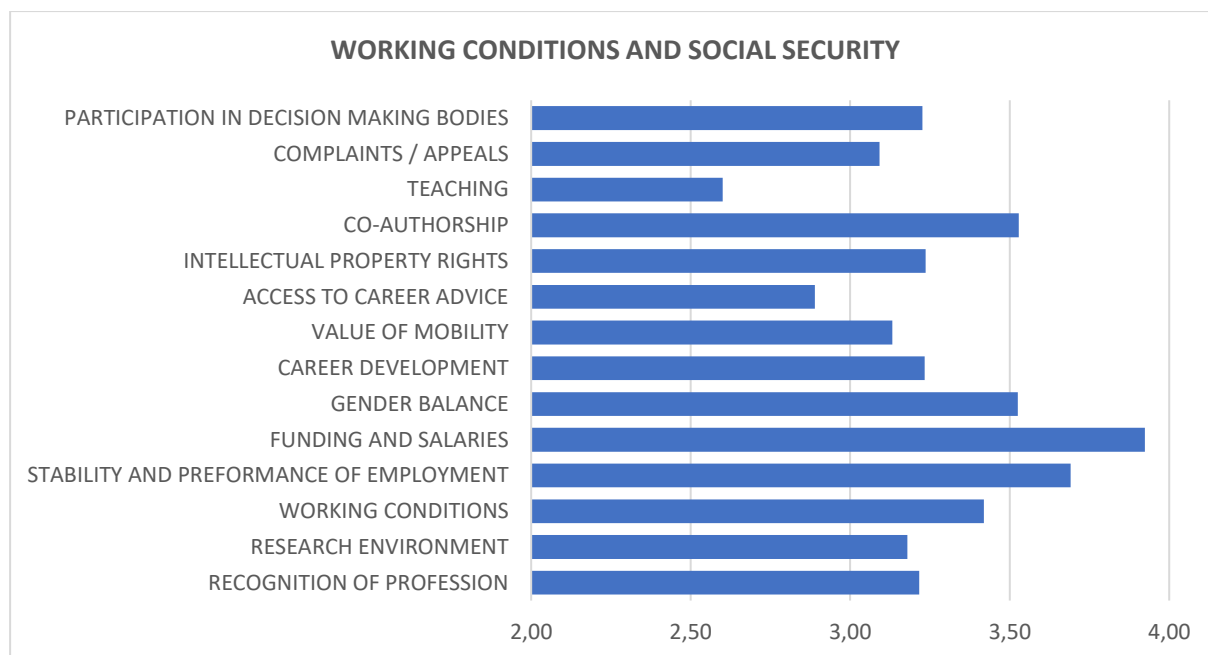
	Average
RECRUITMENT	3,53
RECRUITMENT (CODE)	3,30
SELECTION (CODE)	3,41
TRANSPARENCY (CODE)	3,55
JUDGING MERIT (CODE)	3,14
VARIATIONS IN THE CHRONOLOGICAL ORDER OF CVs (CODE)	3,10

RECOGNITION OF MOBILITY EXPERIENCE (CODE)	3,04
RECOGNITION OF QUALIFICATIONS (CODE)	3,18
SENIORITY (CODE)	3,27
POSTDOCTORAL APPOINTMENTS (CODE)	3,35



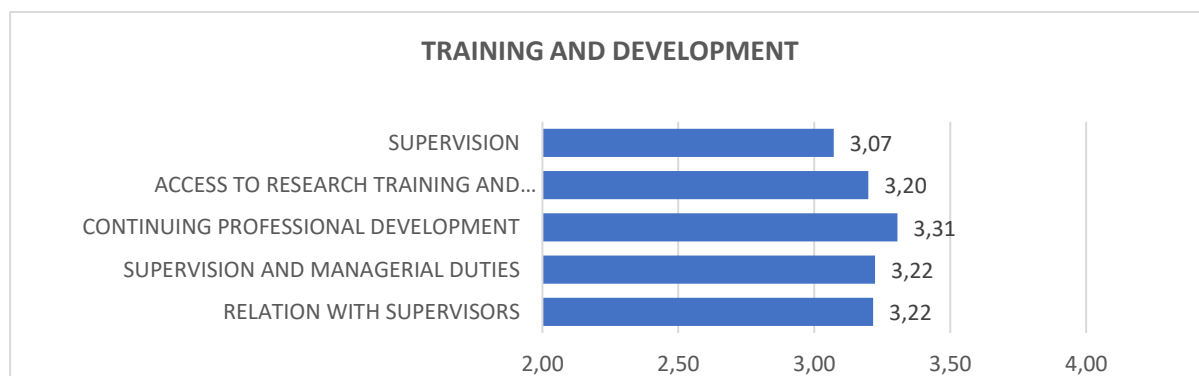
7.3. WORKING CONDITIONS AND SOCIAL SECURITY

	Average
RECOGNITION OF PROFESSION	3,22
RESEARCH ENVIRONMENT	3,18
WORKING CONDITIONS	3,42
STABILITY AND PREFORMANCE OF EMPLOYMENT	3,69
FUNDING AND SALARIES	3,92
GENDER BALANCE	3,53
CAREER DEVELOPMENT	3,23
VALUE OF MOBILITY	3,13
ACCESS TO CAREER ADVICE	2,89
INTELLECTUAL PROPERTY RIGHTS	3,24
CO-AUTHORSHIP	3,53
TEACHING	2,60
COMPLAINTS / APPEALS	3,09
PARTICIPATION IN DECISION MAKING BODIES	3,23



7.4. TRAINING AND DEVELOPMENT

	Average
RELATION WITH SUPERVISORS	3,22
SUPERVISION AND MANAGERIAL DUTIES	3,22
CONTINUING PROFESSIONAL DEVELOPMENT	3,31
ACCESS TO RESEARCH TRAINING AND CONTINUOUS DEVELOPMENT	3,20
SUPERVISION	3,07



8. AVERAGE IMPLEMENTATION STAGE BY AREAS AND CAREER STAGE

	R1	R2	R3	R4	Total
ETHICAL AND PROFESSIONAL ASPECTS	3,51	3,41	3,7	3,71	3,64
RECRUITMENT AND SELECTION	3,2	3,18	3,31	3,16	3,23
WORKING CONDITIONS AND SOCIAL SECURITY	3,14	3,06	3,33	3,25	3,25
TRAINING AND DEVELOPMENT	3,06	3,09	3,12	3,16	3,11



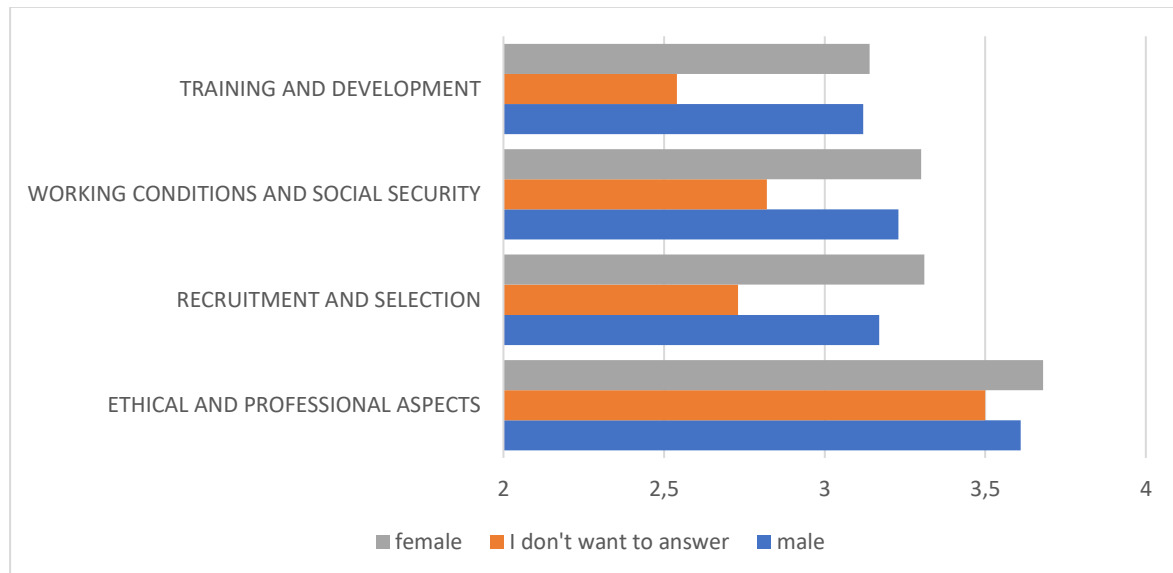
9. AVERAGE IMPLEMENTATION STAGE BY AREAS BY CONSTITUENTS

	ETHICAL AND PROFESSIONAL ASPECTS	RECRUITMENT AND SELECTION	WORKING CONDITIONS AND SOCIAL SECURITY	TRAINING AND DEVELOPMENT
Academy of Applied Arts (APURI)	3,38	3,24	3,25	2,97
Faculty of Economics (EFRI)	3,67	3,45	3,43	3,18
Faculty of Dental medicine (FDMRI)	3,59	3,06	2,70	2,71
Faculty of Informatics and Digital Technologies (FIDIT)	3,54	2,99	2,92	3,06
Faculty of Physics (FIZRI)	3,81	3,29	3,66	3,40
Faculty of Mathematics (FMRI)	3,90	3,95	3,84	3,80
Faculty of Tourism and Hospitality Management (FMTU)	3,78	3,54	3,55	3,62
Faculty of Health Studies (FZSRI)	3,45	3,16	3,20	3,06
Faculty of Humanities and Social Sciences (FFRI)	3,73	3,30	3,31	3,11
Faculty of Civil Engineering (GRADRI)	3,71	3,48	3,48	3,28
Faculty of Medicine (MEDRI)	3,58	3,04	3,04	2,87
Faculty of Biotechnology and Drug Development (FABRI)	3,54	2,75	2,87	2,57
Faculty of Maritime Studies (PFRI)	3,94	3,62	3,72	3,79
Faculty of Law (PRAVRI)	3,78	3,24	3,37	3,19
Rectorate (UNIRI)	3,73	3,40	3,79	3,40
Speech and Language Pathology (LOGRI)	3,86	3,95	3,93	3,80
Study of Polytechnics (POLIRI)	3,70	3,38	2,62	3,00
Faculty of Engineering (RITEH)	3,58	3,12	3,12	3,03
Faculty of Teacher Education (UFRI)	3,74	3,38	3,37	3,48
Total	3,64	3,23	3,25	3,11



10. AVERAGE IMPLEMENTATION STAGE BY AREAS AND BY GENDER

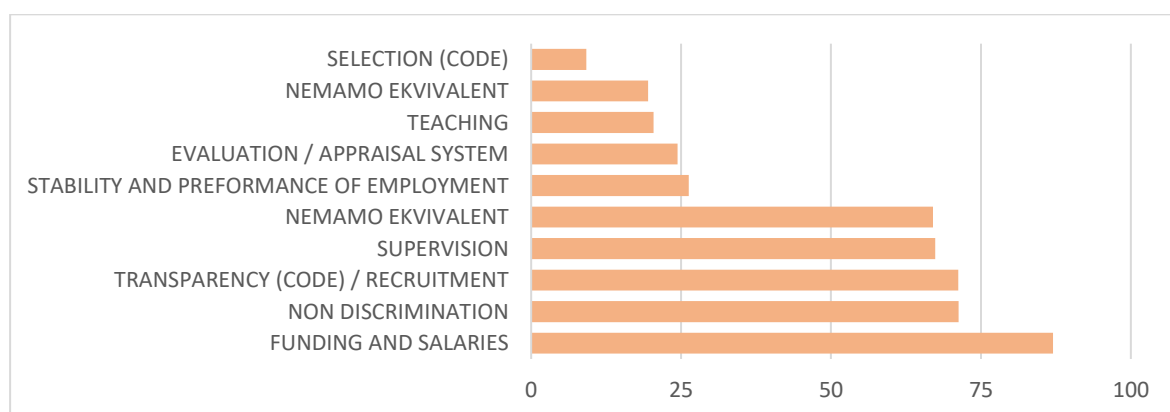
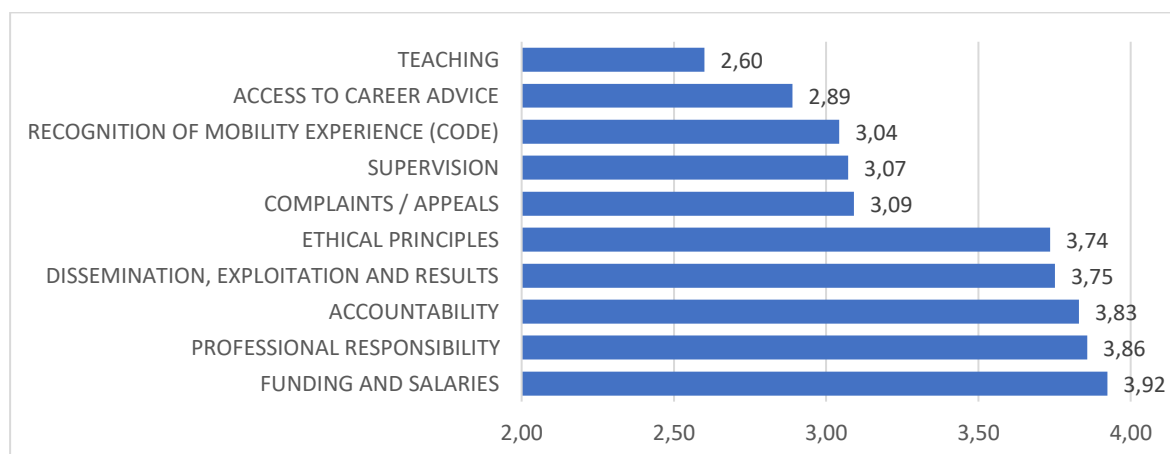
	male	I don't want to answer	female	total
ETHICAL AND PROFESSIONAL ASPECTS	3,61	3,5	3,68	3,64
RECRUITMENT AND SELECTION	3,17	2,73	3,31	3,23
WORKING CONDITIONS AND SOCIAL SECURITY	3,23	2,82	3,3	3,25
TRAINING AND DEVELOPMENT	3,12	2,54	3,14	3,11



11. COMPARISON 2009 vs 2023

	Survey 2009	Survey 2023
ETHICAL AND PROFESSIONAL ASPECT	2,25	3,64
WORKING CONDITIONS AND SOCIAL SECURITY	2,35	3,25
RECRUITMENT AND SELECTION	2,26	3,23
TRAINING AND DEVELOPMENT	2,29	3,11

BEST RESULT OF 2009	WORST RESULT OF 2009
FUNDING AND SALARIES	SELECTION (CODE)
NON DISCRIMINATION	NO EQUIVALENT (Available rules on additional income)
TRANSPARENCY (CODE) / RECRUITMENT	TEACHING
SUPERVISION	EVALUATION / APPRAISAL SYSTEM
NO EQUIVALENT (Compliance of social security rules)	STABILITY AND PERFORMANCE OF EMPLOYMENT



12. CONCLUSION

- A clear improvement compared to 2009 is visible.
- The heterogeneity of the situation by components.
- Tendentially the most satisfied are R3 and R4, the least satisfied are R2.
- Women are more satisfied than men.
- The area „Ethical and professional aspects" has the best grade average.
- Best grade: FUNDING AND SALARIES (I have health and pension insurance, in accordance with existing legislation).
- The „Training and development" career field has the worst average.
- Worst grade: TEACHING (obligations in teaching are adequately evaluated and do not hinder the implementation of research activities).