

GAP ANALYSIS HRS4R

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UNIRI



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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
RECRUITMENT AND SELECTION	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
RELATION WITH SUPERVISORS	
TRAINING AND DEVELOPMENT	SUPERVISION AND MANAGERIAL DUTIES
	CONTINUING PROFESSIONAL DEVELOPMENT
	ACCESS TO RESEARCH TRAINING AND CONTINUOUS DEVELOPMENT
	SUPERVISION



NUMBER OF RESEARCHERS BY CAREER STAGE BY UNIRI CONSTITUENTS



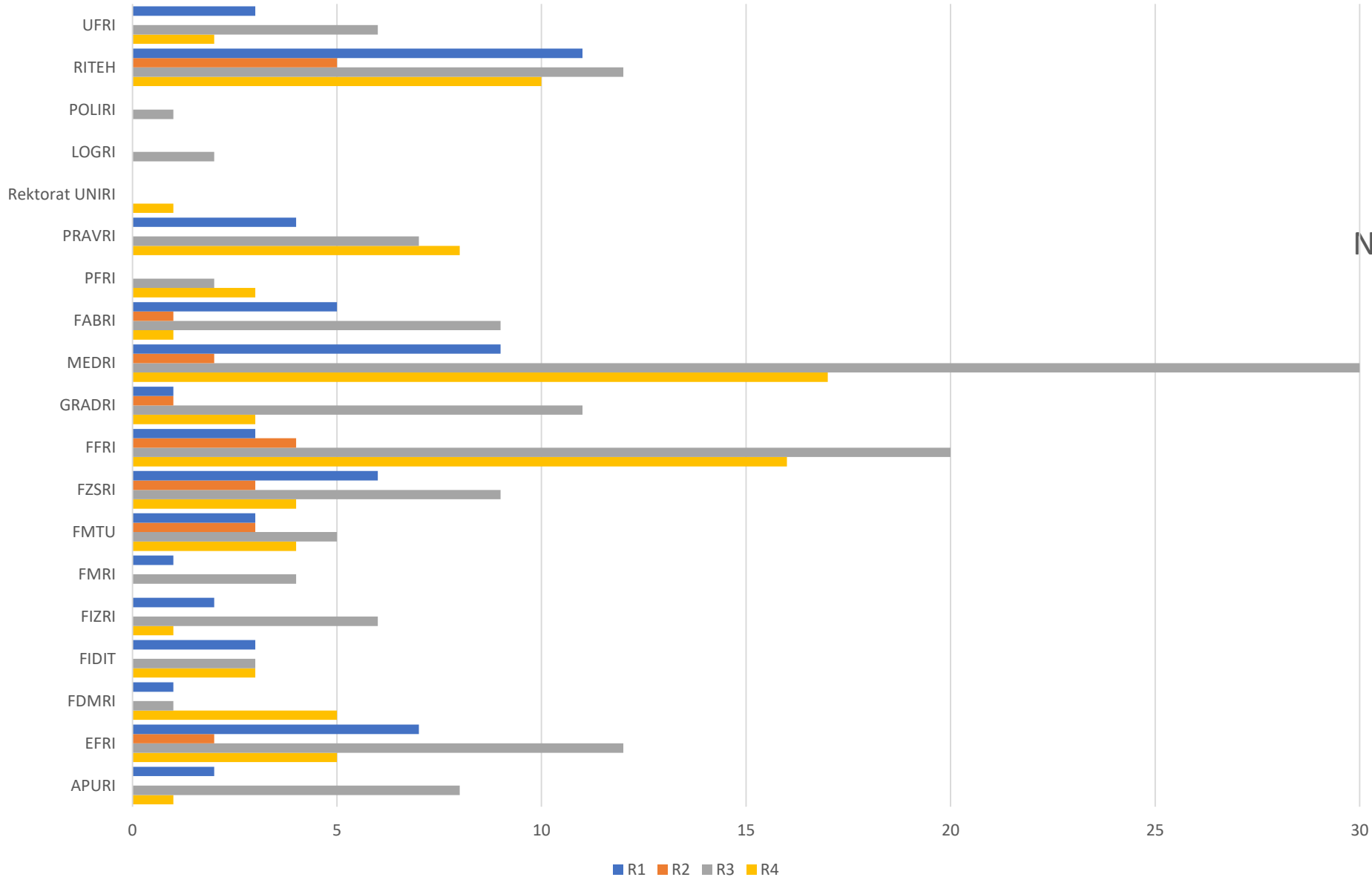
NUMBER OF POTENTIAL RESPONDENTS: 1275

NUMBER OF RESPONDENTS WHO FILLED IN THE SURVEY: 319

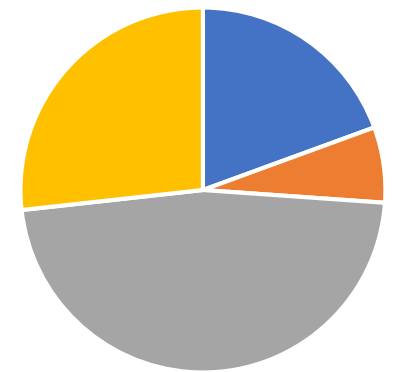
PERCENTAGE: 25,02%

- 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)

Number of researchers by career stage by uniri constituents

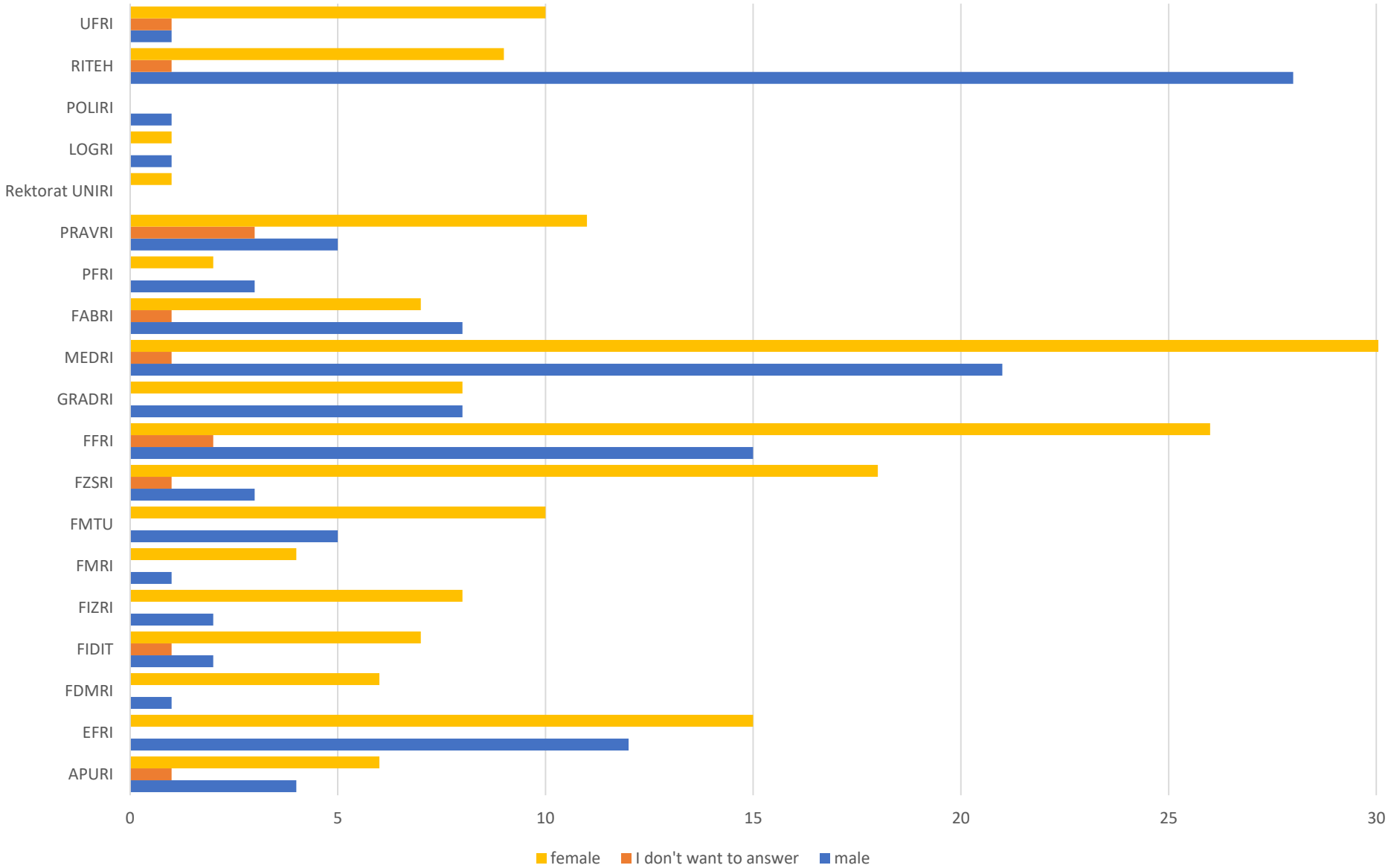


Number of researchers by career stage by uniri constituents

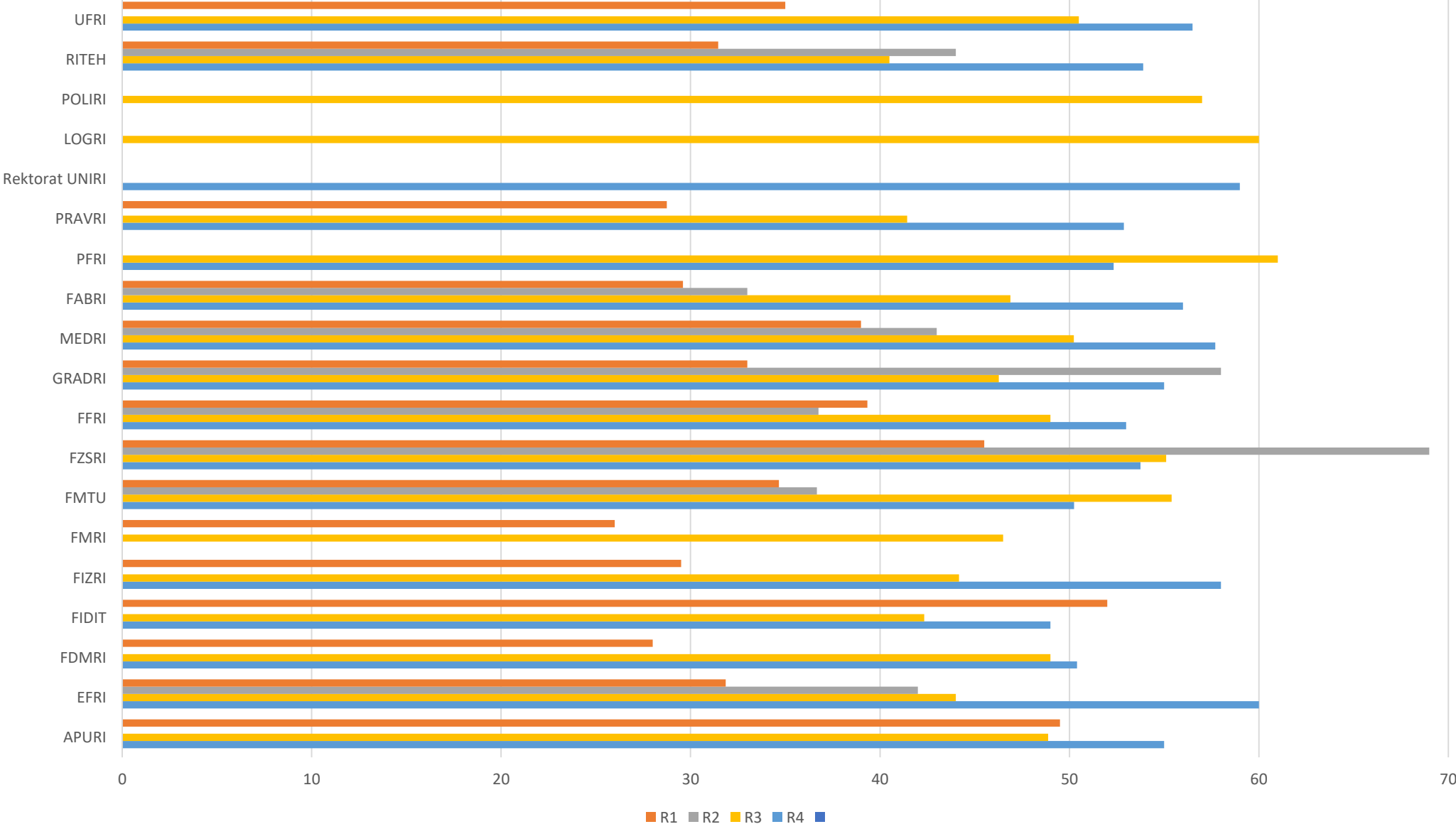


■ R1 ■ R2 ■ R3 ■ R4

NUMBER OF RESEARCHERS BY CONSTITUENTS AND GENDER

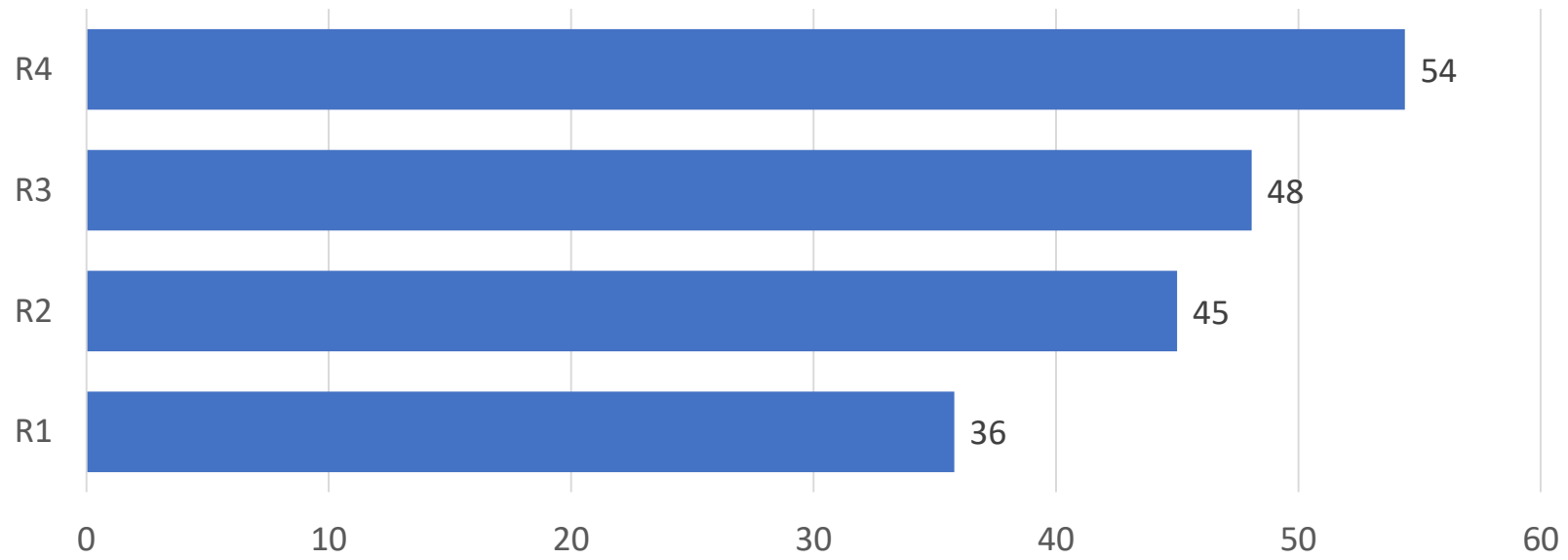


AVERAGE AGE OF RESEAERCHER BY CAREER STAGE AND CONSTITUENTS





Average age of researcher by career stage

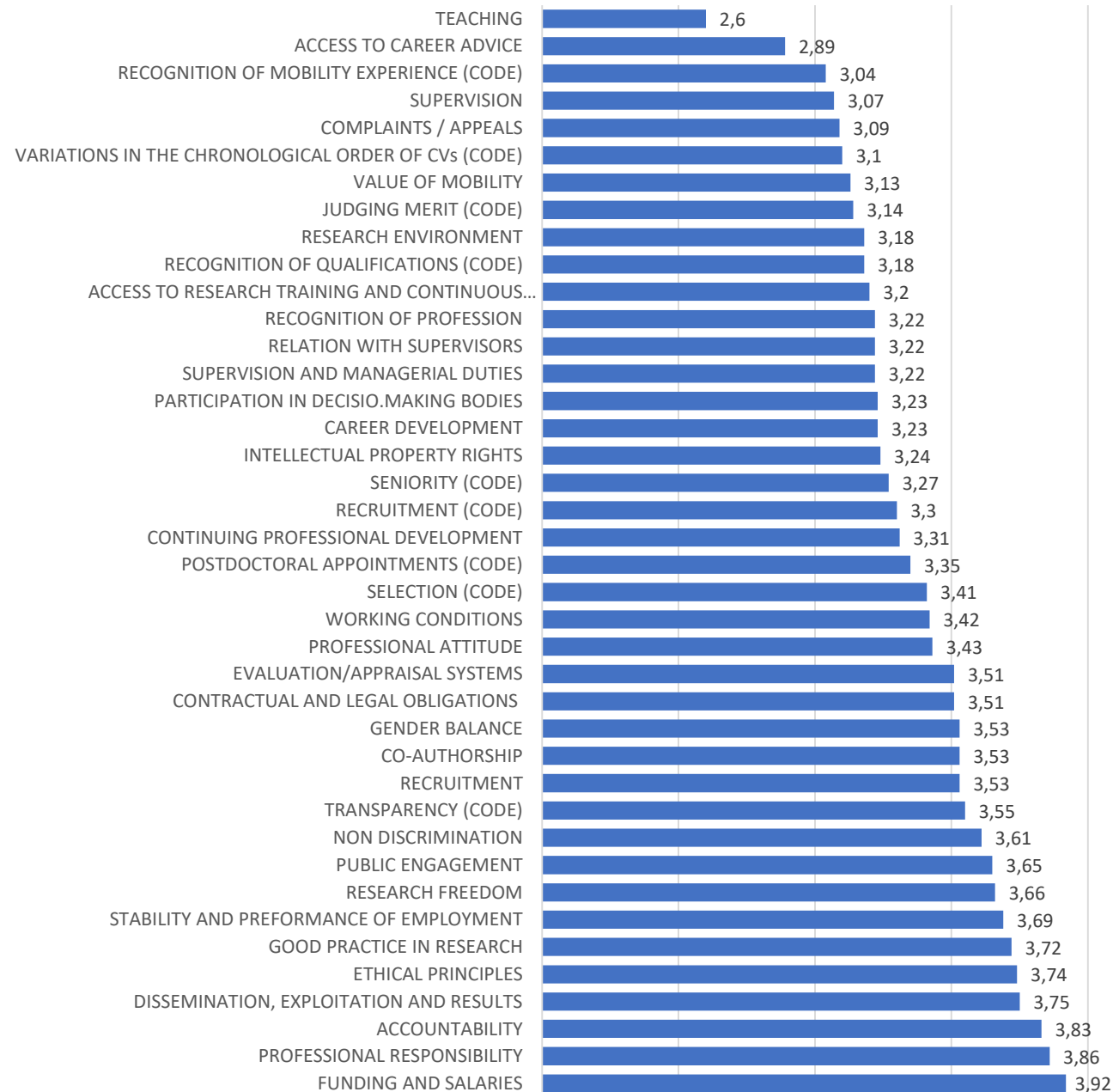




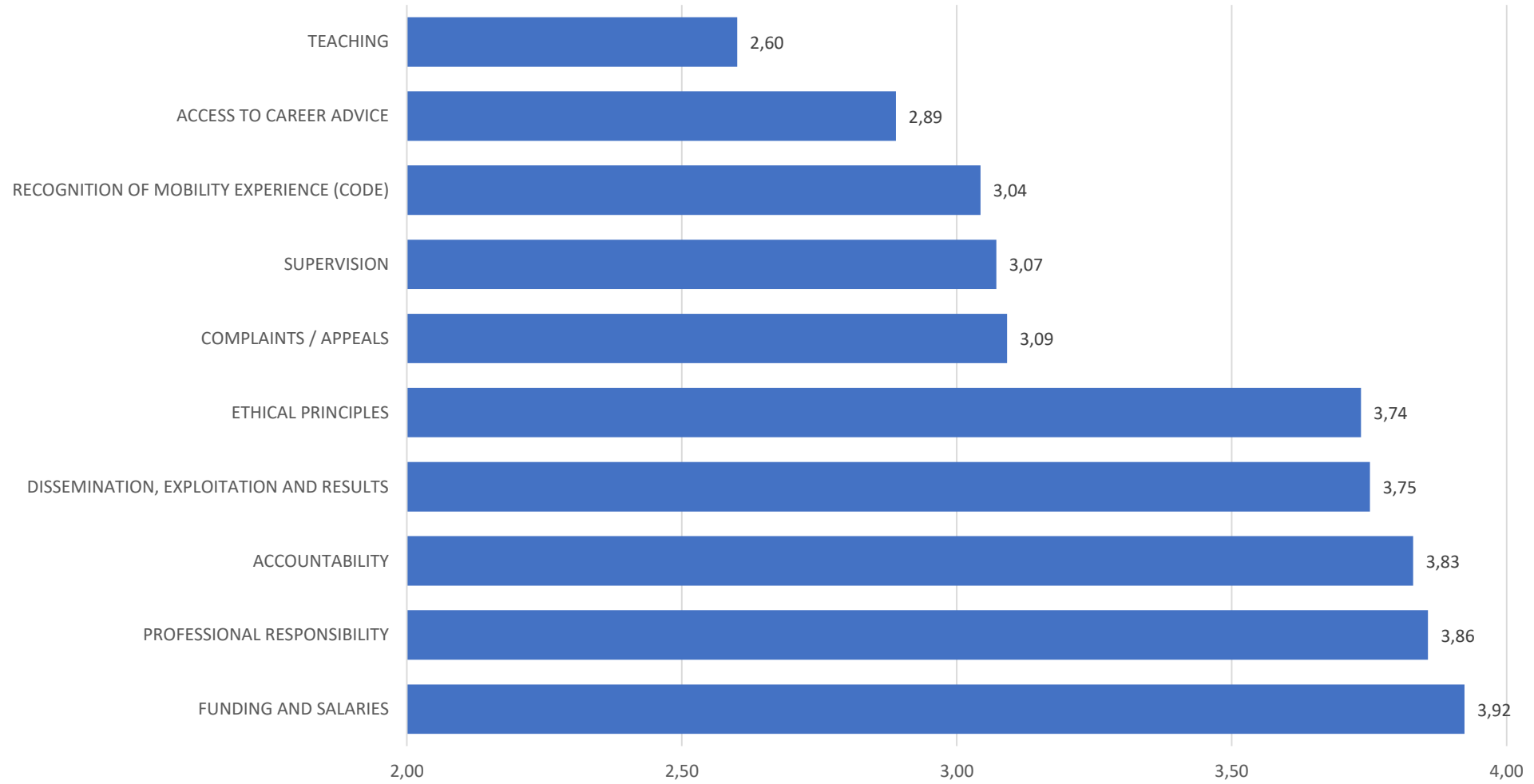
SCALE:

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

AVERAGE IMPLEMENTATION STAGE BY PRINCIPLE

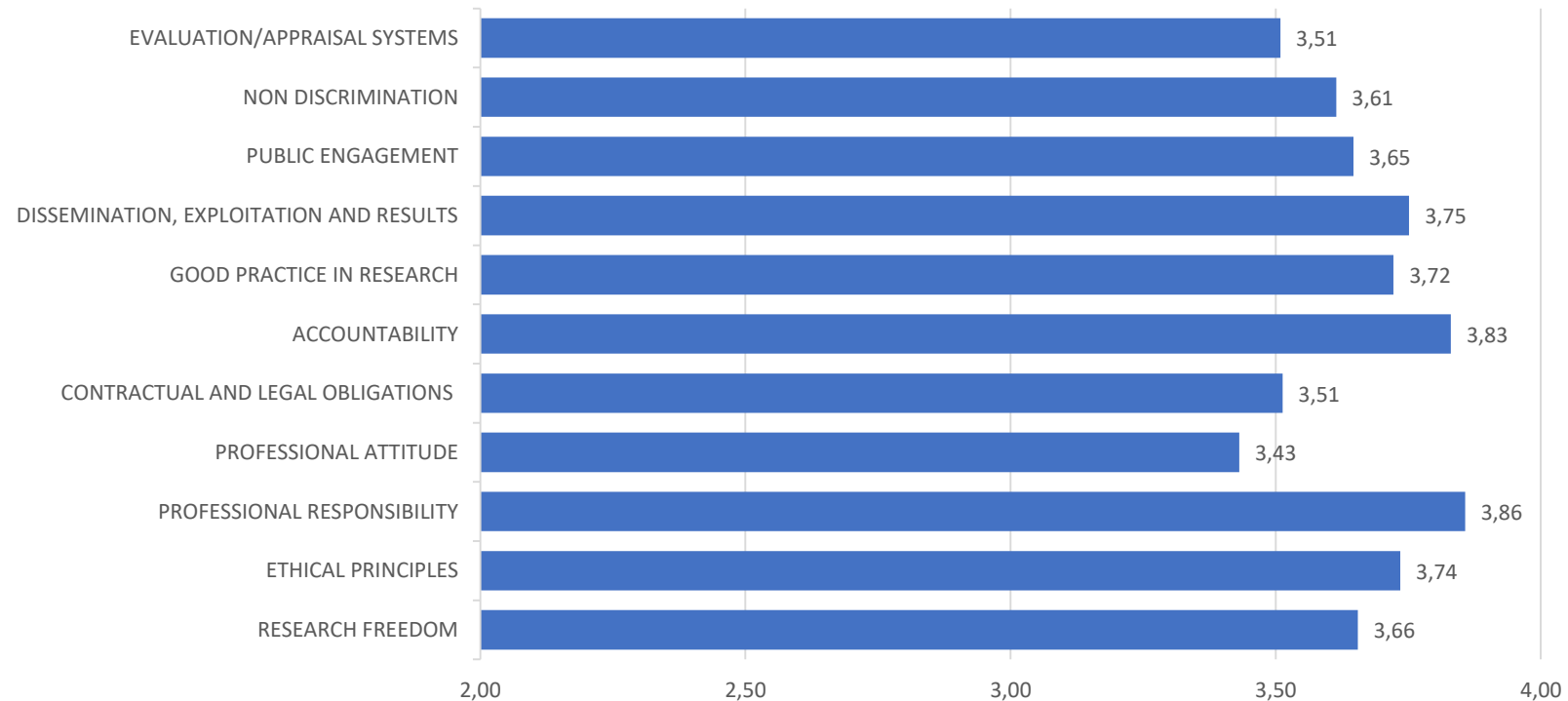


3,38



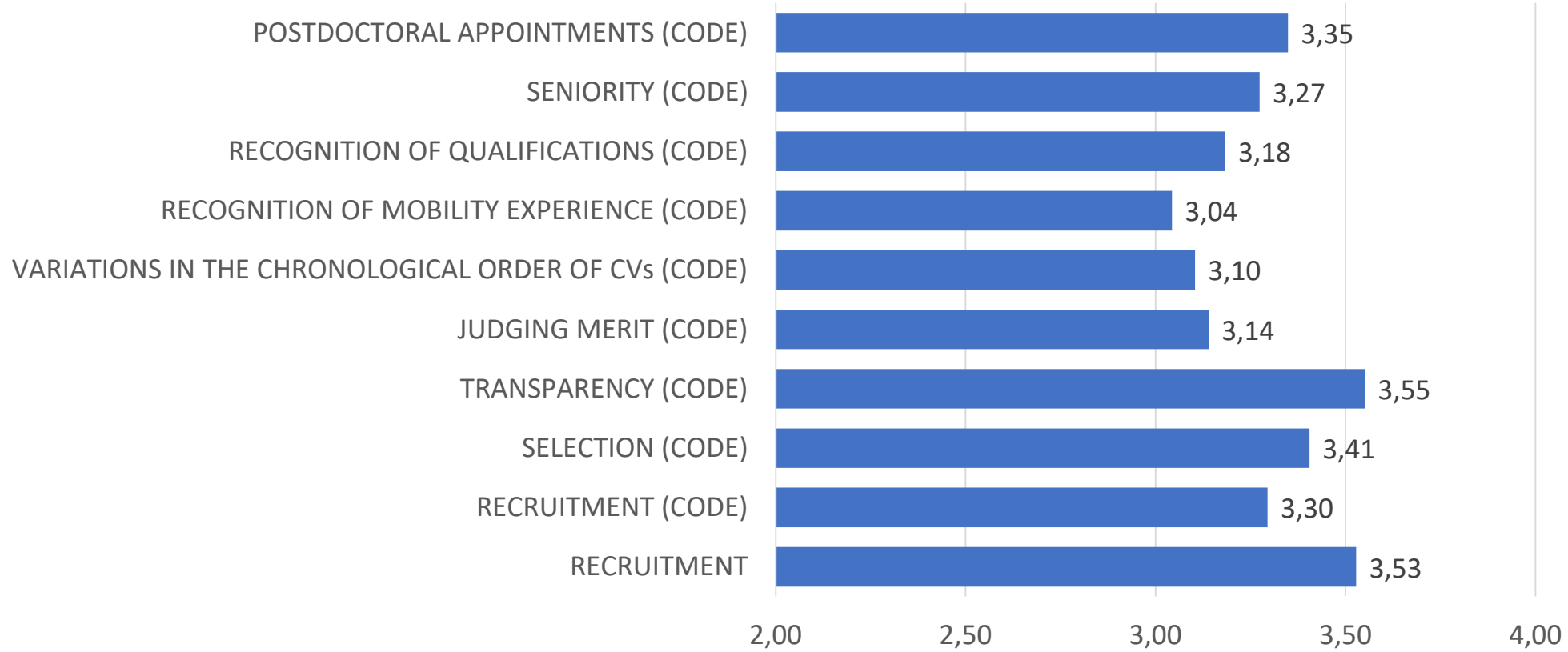
AVERAGE IMPLEMENTATION STAGE VS. PRINCIPLE BY AREAS

ETHICAL AND PROFESSIONAL ASPECTS



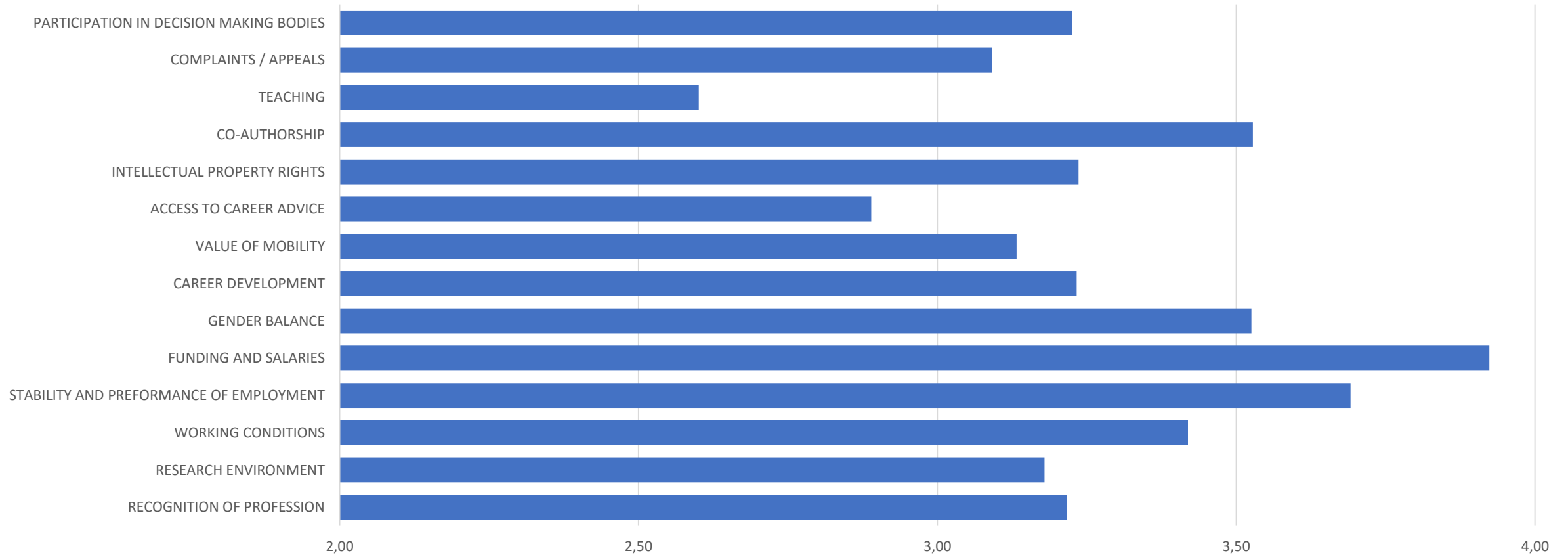
AVERAGE IMPLEMENTATION STAGE VS. PRINCIPLE BY AREAS

RECRUITMENT AND SELECTION



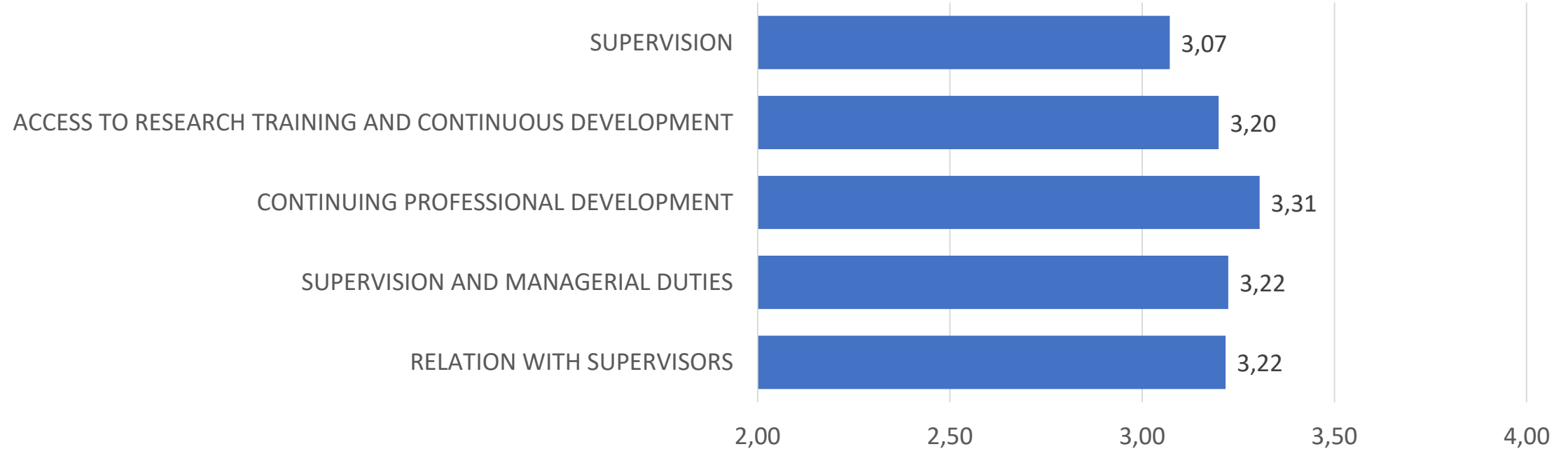
AVERAGE IMPLEMENTATION STAGE VS. PRINCIPLE BY AREAS

WORKING CONDITIONS AND SOCIAL SECURITY

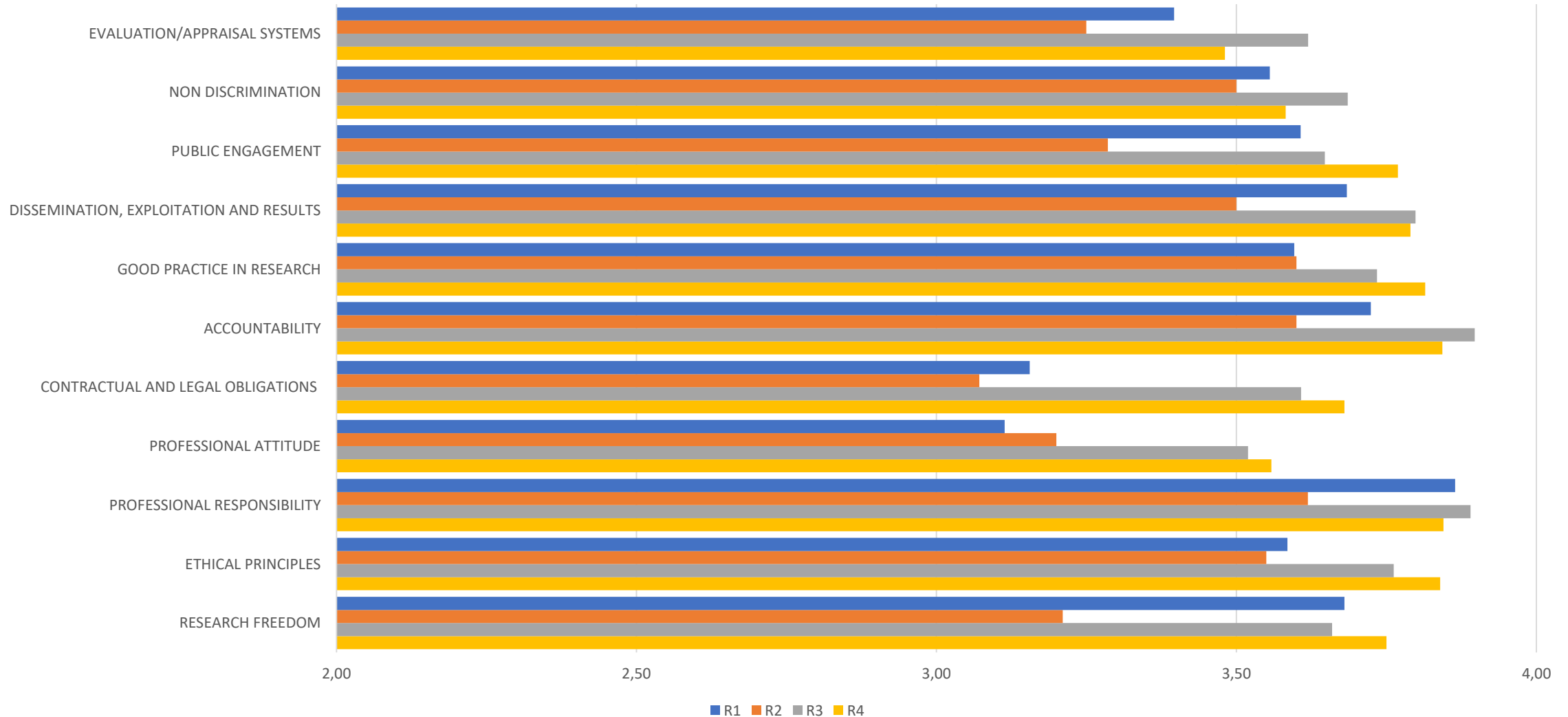


AVERAGE IMPLEMENTATION STAGE VS. PRINCIPLE BY AREAS

TRAINING AND DEVELOPMENT



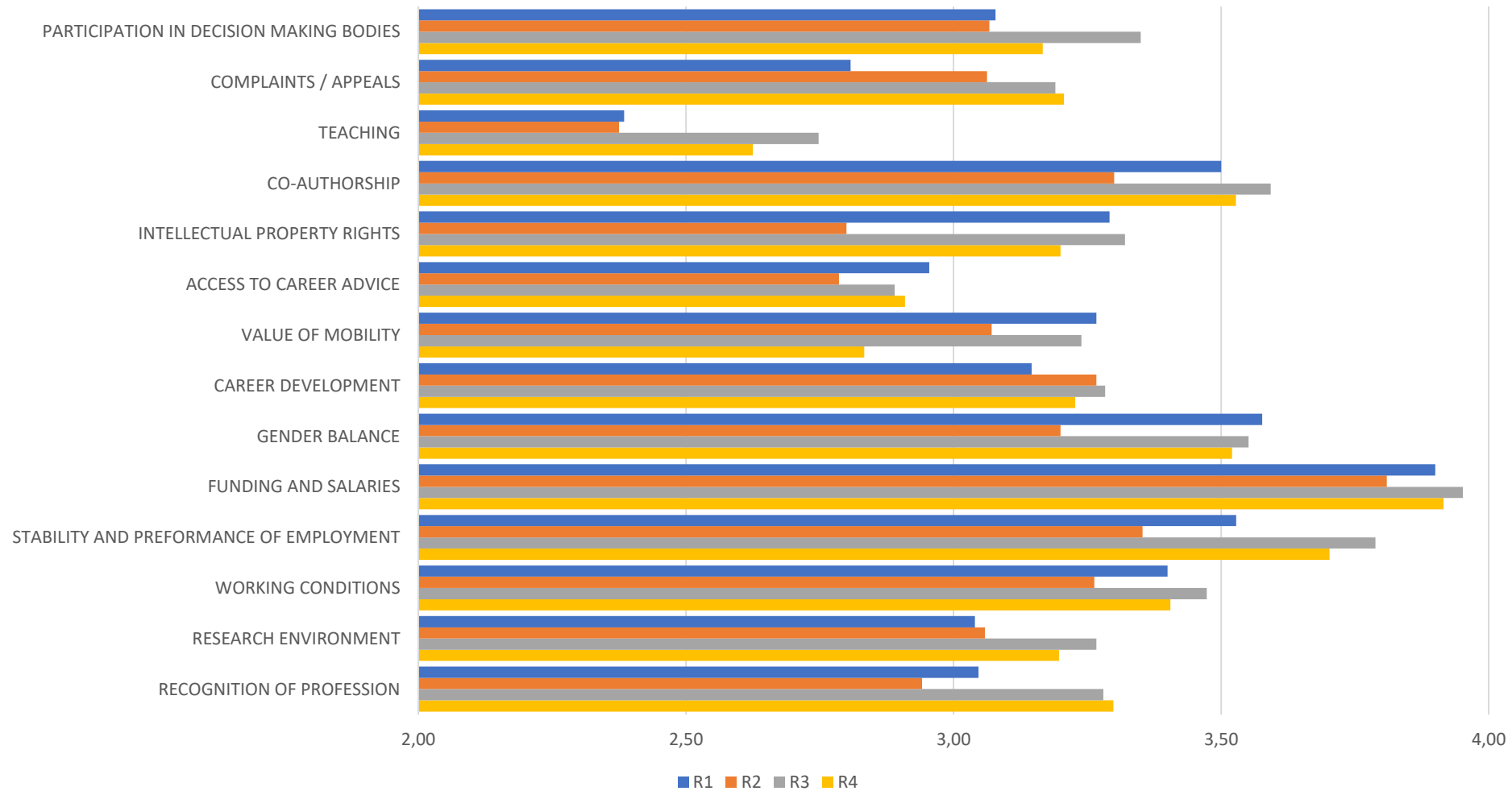
AVERAGE IMPLEMENTATION STAGE VS. PRINCIPLE ACCORDING TO CAREER STAGE - ETHICAL AND PROFESSIONAL ASPECTS



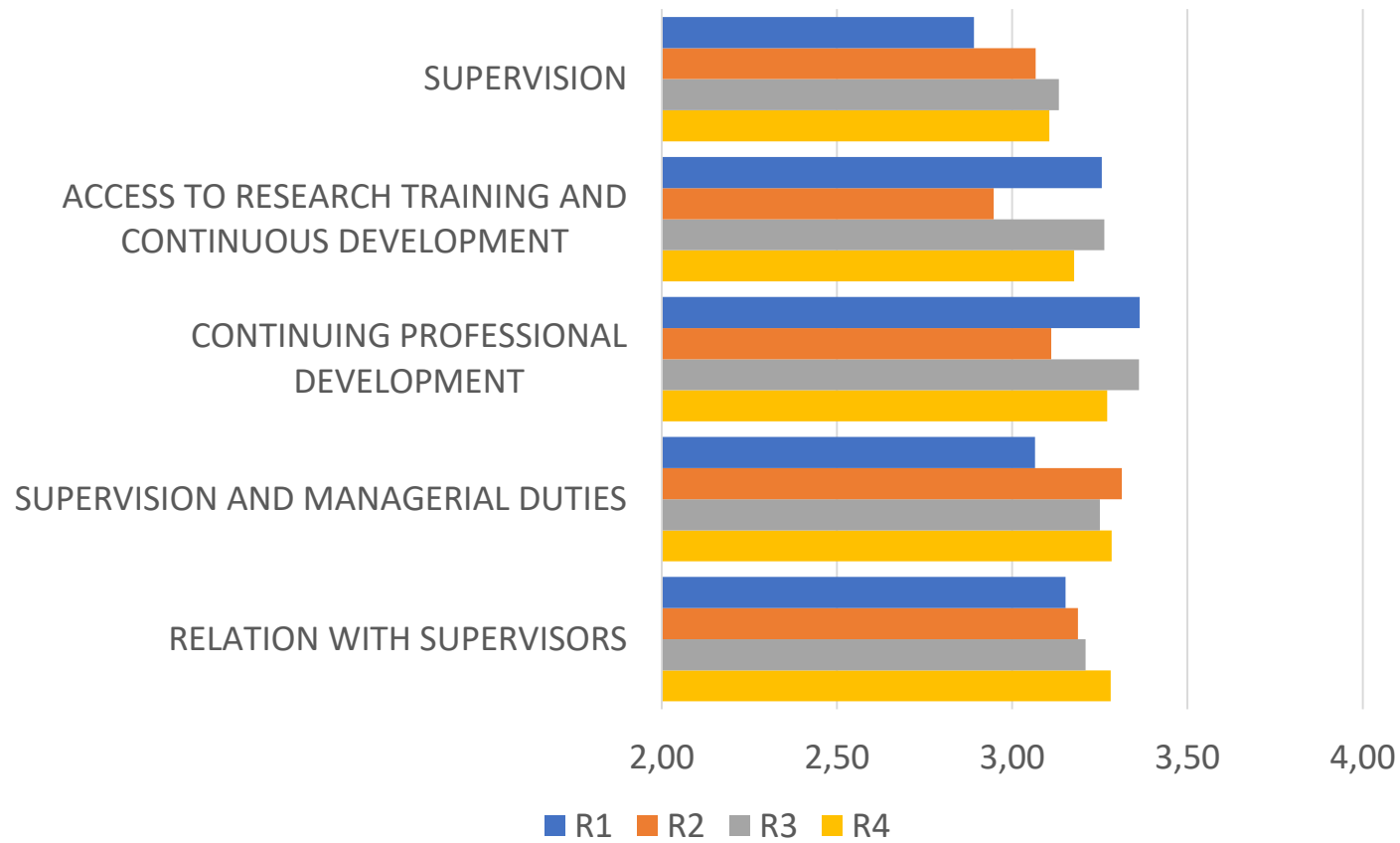
AVERAGE IMPLEMENTATION STAGE VS. PRINCIPLE ACCORDING TO CAREER STAGE – RECRUITMENT AND SELECTION



AVERAGE IMPLEMENTATION STAGE VS. PRINCIPLE ACCORDING TO CAREER STAGE - WORKING CONDITIONS AND SOCIAL SECURITY



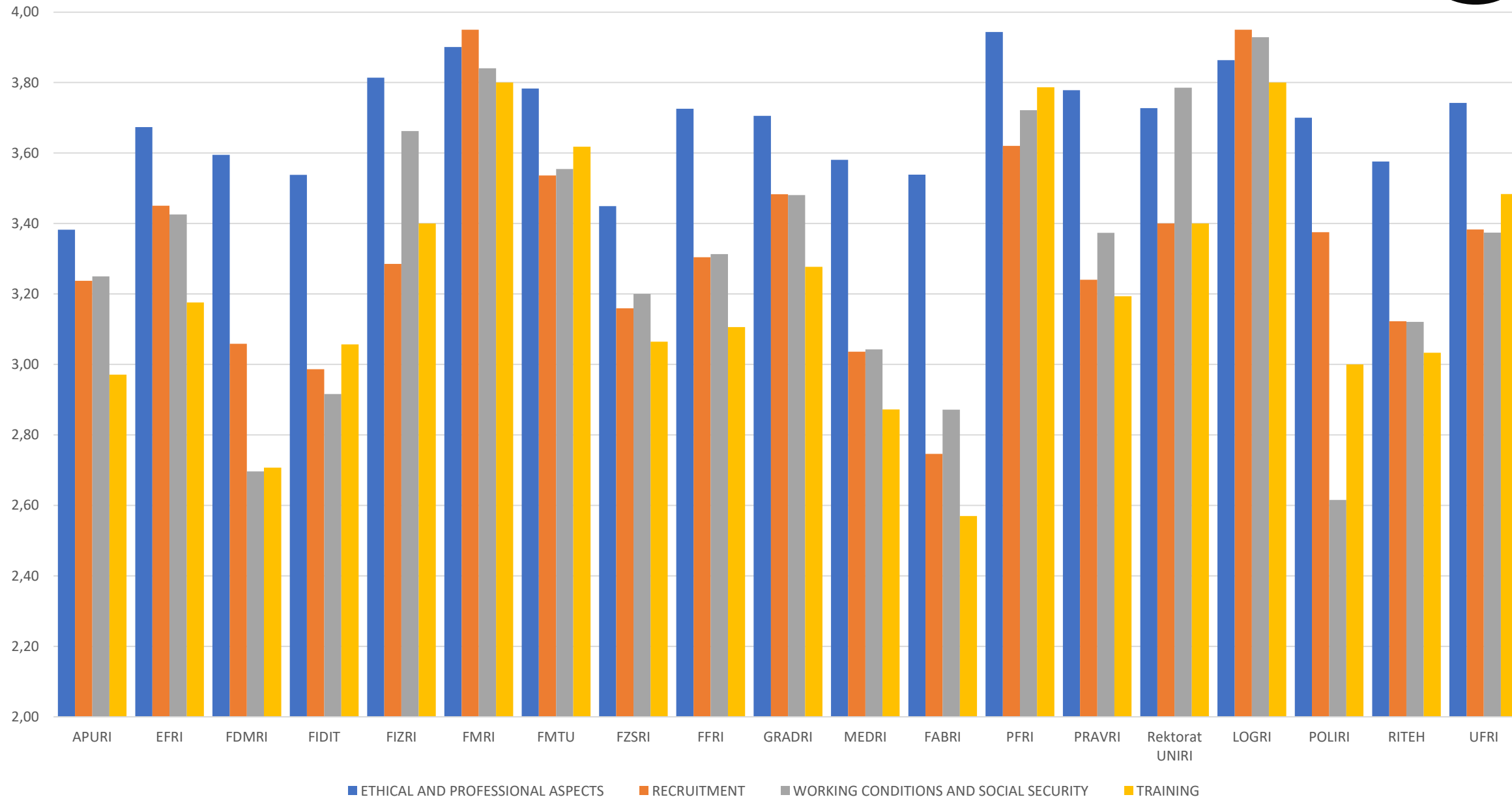
AVERAGE IMPLEMENTATION STAGE VS. PRINCIPLE ACCORDING TO CAREER STAGE – TRAINING AND DEVELOPMENT



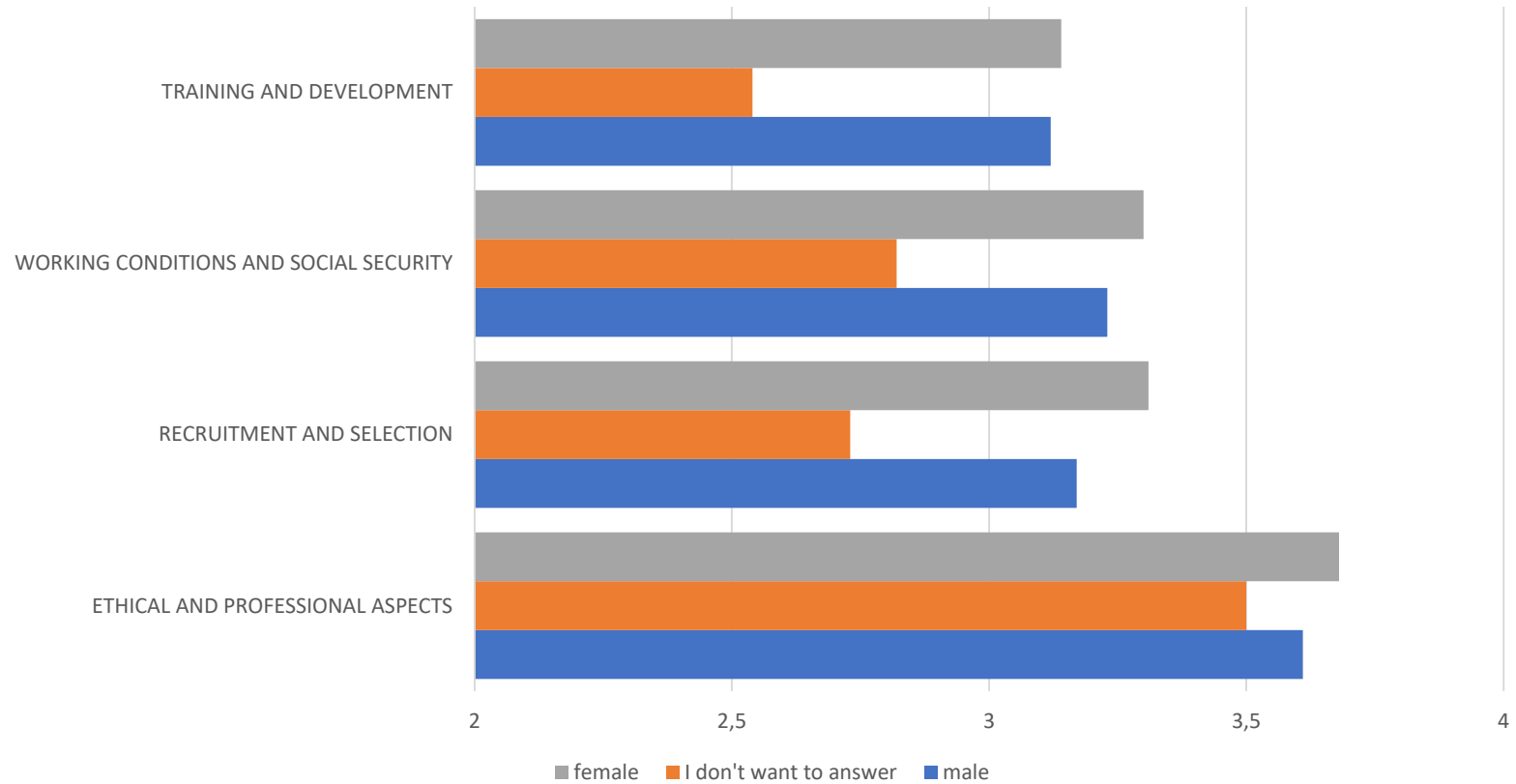
AVERAGE IMPLEMENTATION STAGE BY AREAS AND CAREER STAGE



AVERAGE IMPLEMENTATION STAGE BY AREAS BY CONSTITUENTS



AVERAGE IMPLEMENTATION STAGE BY AREAS AND BY GENDER



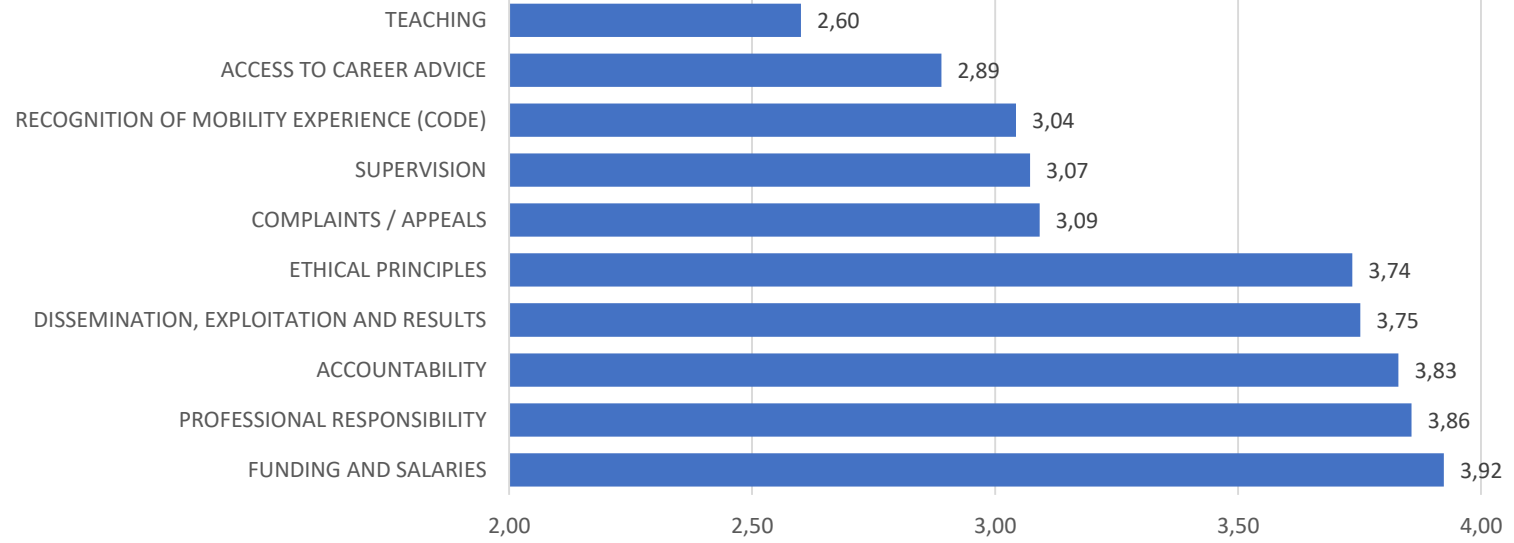
2009 vs 2023



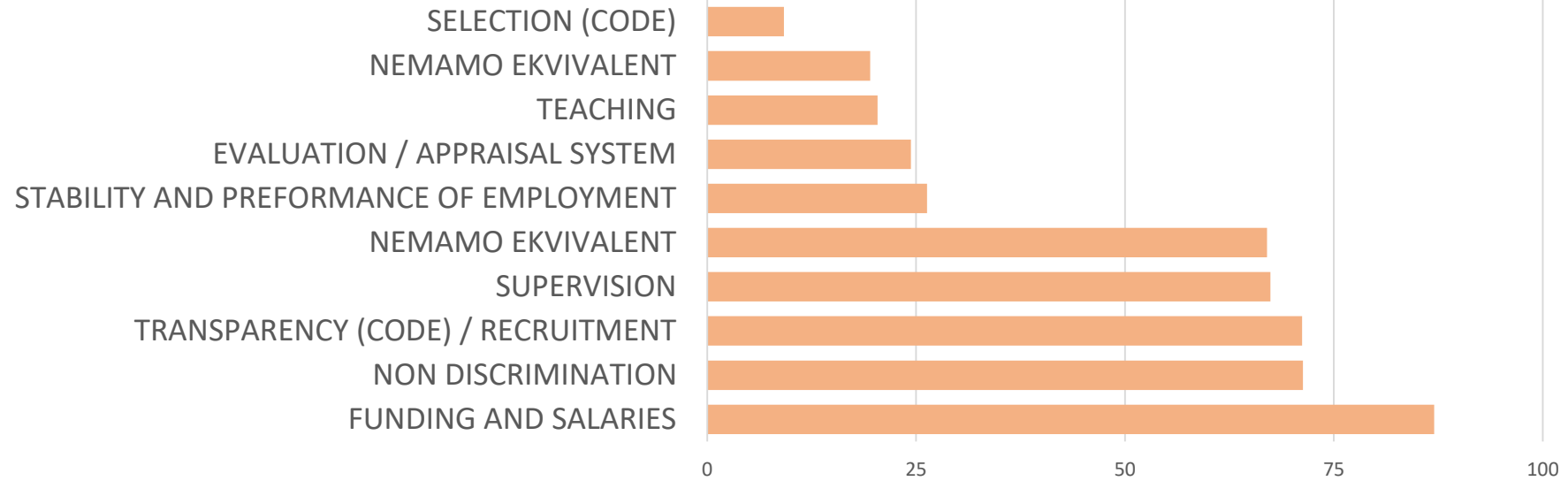
	Survey 2009	Survey 2023
ETHICAL AND PROFESSIONAL ASPECT	2,25	3,64
WORKING CONDITIONS AND SOCIAL SECURITY	2,35	3,25
RECRUITMENT AND SELECTION	2,26	3,23
TRAINING AND DEVELOPMENT	2,29	3,11

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

2023



2009



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).

Thank you

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