



Human Resources Strategy for Researchers (HRS4R). Fundación de Investigación Biomédica del Hospital Universitario 12 de Octubre (FIBH12O – I+12)

Questionnaire which includes the 40 concepts of the Charter and Code for the development of the Analysis Internal and the Human Resources Action Plan FIBH12O – I+12.

Presentation

The Biomedical Research Foundation of the University Hospital 12 Octubre - FIBHU12O - I+12 is committed to obtaining the accreditation of the Human Resources Strategy for Research (HRS4R) granted by the European Commission (EC).

HRS4R is a strategy that arises with the purpose of making research an attractive career, giving researchers the same rights and obligations in any of the EU countries where they practice their profession. The entities adhering to the strategy receive recognition for the "Excellence in Research" (*HR Excellence in Research*).

An important part of the implementation of HRS4R is this survey, aimed at the staff of the institution, with the aim of developing a human resources strategy, following the European best practices contained in the European Researcher's Charter and the Code of Conduct for the recruitment of researchers (the Charter and Code) and being able to take into account the opinion of researchers on these topics.

The survey is completely anonymous and will take 20 minutes of your time.

The questionnaire develops 40 concepts recommended by the EC and the description of which corresponds to that indicated in the Charter and Code. In green we highlight the 27 principles that have been selected for consultation with all FIBHU12O staff - I+12 through an online questionnaire.

Its structure is divided into five sections: 1) Basic Information; 2) Ethical and Professional Aspects; 3) Recruitment and Selection; 4) Working conditions and Social Security; 5) Training and Development.

Please answer all questions and add your level of agreement (from 1 to 6, where 1 is very little agreement and 6 is a complete agreement) and the priority level that topic should have for you by scoring from 1 to 6, (where 1 is of little importance, and 6 is of great importance).

Please complete all sections, as your opinion will feed the institution's Human Resources Strategy. The strategy will be beneficial for all of us in order to obtain HRS4R accreditation and improve our positioning in Europe.

Your opinion is important for FIBHU12O - I+12.

Thank you very much for your time.

Basic information

Gender:

Man

Woman

Age:

18-24

25-34

35-44

45-54

55-65

>65

Category at the institution:

Predoctoral researcher (licensed or performing doctoral thesis))

Researcher junior postdoctoral (e.g. researchers Juan de la Cierva, Sara Borrell and Juan Rodés)

Researcher senior postdoctoral (e.g. researchers Miguel Servet and Ramón y Cajal)

Principal researcher (group manager)

Clinical researcher (doctors, nurses, data manager or other professional in healthcare who perform research activities)

Technical staff and research support staff

Manager and/or minister

Workspace:

Cancer

Chronic diseases and transplantation

Rare diseases

Epidemiology

Cardiovascular

Inflammatory diseases

Infectious diseases

- Neurosciences and mental health
- Cross-sectional area
- Research support services
- Administration and management

Ethical and professional aspects

Principle 1. Freedom of research

Description

Researchers should focus their work on the good of humanity and the expansion of the frontiers of scientific knowledge, while enjoying freedoms of thought and expression, as well as the freedom to determine problem-solving methods, within the framework of recognized ethical practices and principles.

However, researchers should accept possible limitations to these freedoms arising from certain circumstances of investigation (such as supervisory, guidance or management activities), operational constraints such as budgetary or infrastructure reasons or, especially in the industrial sector, IP property protection reasons. Such limitations should not, however, contravene recognized ethical practices and principles, which researchers are required to observe.

Question 1

Researchers at FIBHU12O - I+12 enjoy the freedoms of thought and expression and the freedom to determine problem-solving methods, within the framework of recognized ethical practices and principles.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Principle 2. Ethical Principles

Description

Researchers should observe recognized ethical practices and fundamental ethical principles corresponding to their disciplines, as well as the ethical standards contained in the various national, sectoral or institutional codes of ethics.

Question 2

The FIBHU12O - I+12 informs researchers, through the Ethics Committees, of the ethical regulations of application.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Other comments and action proposals (optional):

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Principle 3. Professional responsibility

Description

Researchers should do all they can to ensure that their work is relevant to society and does not duplicate another one previously done by others.

They should avoid plagiarism of all kinds and respect the principle of intellectual property or joint ownership of data when the research is conducted in collaboration with supervisors and/or other researchers. The need to validate new observations by demonstrating that experiments can be repeated should not be interpreted as plagiarism provided that the data to be confirmed is explicitly cited.

In case of delegating any aspect of their work, researchers should ensure that the person to whom they delegate is qualified to carry it out.

Question 3

FIBHU12O - I+12 ensures that all researchers carry out their research in full responsibility, avoid plagiarism and ensure that delegated work is carried out responsibly.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Principle 4. Professional attitude

Description

Researchers should be aware of the strategic objectives governing their scope of activity and funding mechanisms and should apply for all necessary permits before starting their work or accessing the resources provided.

They should inform the agencies that employ, finance or monitor them when their research project is delayed, redefined or completed, or notify whether it should, for any reason, be abandoned or suspended earlier than planned.

Question 4

Researchers at FIBHU12O - I+12 are informed of the necessary approvals required before starting their research and, on the resources available for this.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Principle 5. Contractual and legal obligations

Description

Researchers at all levels should be aware of national, sectoral or institutional regulations governing training and/or work conditions. This includes the regulations on intellectual property rights and the requirements and conditions of any potential sponsoring or financing entity, regardless of the nature of the contract. Researchers should observe these regulations by delivering the required results (thesis, publications, patents, reports, development of new products, etc.) in accordance with the terms of the contract or equivalent document.

Question 5

FIBHU12O - I+12 adequately informs researchers about the regulations, including The Intellectual Property Rights (IPR), of sponsors or financiers, regardless of the nature of the contract..

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
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Principle 6. Accountability

Description

Researchers should be aware that they should be accountable to the agencies that employ or finance them or other related public or private bodies, as well as, for ethical reasons, to society as a whole. Publicly funded researchers are also responsible for the effective use of taxpayers' money. They should therefore observe principles of sound, transparent and effective financial management and cooperate with any authorized audit of their investigation, whether it is undertaken by the agencies that employ or finance them or an ethics committee.

Where necessary and requested by the competent authorities, the methods of collection and analysis, the results and, where appropriate, the detailed data should be open to internal or external scrutiny.

Question 6

FIBHU12O - I+12 promotes the principles of sound, transparent and efficient financial management of funds from public or private bodies, with the participation of researchers, with the aim of ensuring the sustainability and promotion of health research activity

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
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Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Other comments and action proposals (optional):

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Principle 7. Good practices in research

Description

Researchers should follow safe working practices in accordance with national legislation at all times, including the adoption of necessary health and safety precautions and the recovery of computer accidents, for example by preparing appropriate backup strategies. They must also be aware of the national legal requirements in force regarding data protection and confidentiality, and take the necessary measures to comply with them at all times.

Question 7

FIBHU12O - I+12 ensures that researchers adopt safe working practices in accordance with national law at all times, including taking the necessary health and safety precautions. In addition, FIBHU12O - I+12 brings to the attention of researchers the current national legal requirements regarding data protection and confidentiality protection requirements so that they are also familiar with these terms.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Principle 8. Dissemination and exploitation of results

Description

All researchers should ensure that, in accordance with their contractual clauses, the results of their investigation are disseminated and leveraged through, for example, communications, transfers to other research contexts or, where appropriate, marketing. Expert researchers, in particular, are expected to take the lead to ensure that research is fruitful and results are commercially exploited and/or made public whenever the opportunity arises.

Question 8

The researchers of FIBHU12O - I+12 ensure, in compliance with its contractual provisions, that the results of their investigations are disseminated and/or exploited.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Principle 9. Commitment to society

Description

Researchers should ensure that their research activities are made known to society at large so that they can be understood by non-specialists and thus improve the public's understanding of science. Direct commitment to society will help researchers better understand society's interest in scientific and technological priorities as well as their concerns.

Question 9

FIBHU12O - I+12 provides channels for researchers to disseminate and disseminate research results.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Other comments and action proposals (optional):

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Principle 10. Non-discrimination

Description

Investigators' employers shall not discriminate against each other in any way on the basis of sex, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinions and social or economic status.

Question 10

FIBHU12O - I+12 applies the principle of non-discrimination, which prohibits discrimination based on sexual orientation, religious belief, age, disability, race, ethnicity in the field of employment and access to all goods and services.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Other comments and action proposals (optional):

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Principle 11. Evaluation and evaluation systems

Description

Employers should apply to all researchers, including the most experienced, evaluation and evaluation systems so that their professional performance is weighed on a regular and transparent basis by an independent committee (and, in the case of expert researchers, preferably internationally).

These evaluation and evaluation procedures should take due account of the overall creativity of research work and results in the form of, for example, publications, patents, research management, teaching and conferences, oversight and mentoring, national and international collaboration, administrative work, public awareness and mobility activities, and should be taken into consideration in the context of professional developments.

Question 11

FIBHU12O - I+12 carries out research evaluation and evaluation systems, through an external committee, which allows to evaluate professional performance in a transparent manner.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
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Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Other comments and action proposals (optional):

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Recruitment and Selection

Principle 12. Recruitment of early-stage researchers

Description

Employers should ensure that the rules of access and admission of investigators, particularly at the beginning of their careers, are clearly indicated and should also facilitate access for disadvantaged groups or researchers returning to research.

When appointing or hiring researchers, agencies that employ and/or fund researchers must observe the principles set out in the Code of Conduct for the Recruitment of Researchers.

Question 12

The FIBHU12O - I+12 ensures that the access and admission rules for researchers, especially at the beginning of their careers, are clearly specified.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Other comments and action proposals (optional):

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Principle 13. Hiring

Description

Employers should implement open, efficient, transparent, convenient and internationally comparable recruitment procedures, as well as tailored to advertised positions.

Recruitment announcements should describe in detail the knowledge and competencies required, and not present such a specialized profile that discourages potential candidates. Employers should include a description of labour conditions and rights, including career development prospects. In addition, the period between the announcement of the vacancy or the call for applications and the response period must be reasonable.

Question 13

FIBHU12O - I+12 has open, efficient and transparent procurement procedures. The time to submit nominations is reasonable.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Principle 14. Selection

Description

Selection committees should bring together members with varying levels of experience and competencies, have an appropriate balance between men and women and, where possible and feasible, include members from various sectors (public and private) and disciplines, including from other countries, and with adequate experience to evaluate the candidate. Where possible, a wide range of selection practices, such as evaluation by external experts and personal interviews, should be used. Members of the selection boards should receive appropriate training.

Question 14

FIBHU12O - I+12 uses selection committees with diverse knowledge and competences, with a gender balance, including, where appropriate, members from various sectors and disciplines.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Other comments and action proposals (optional):

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Principle 15. Transparency

Description

Candidates should be informed, prior to selection, of the recruitment process and selection criteria, the number of positions available and career development prospects. Also, after the selection process they should be informed about the strengths and weaknesses of their applications.

Question 15

FIBHU12O - I+12 reports on the selection process and criteria through a public call. Once evaluated and selected, we proceed to report the result of the process.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
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Principle 16. Merit assessment

Description

The selection process should take into account the full range of candidate experience. While their overall potential as researchers should be valued above all, their creativity and level of independence should also be considered.

This means that merits should be judged both qualitatively and quantitatively, focusing on results that excel in a diversified career path rather than just the number of publications. Thus,

the importance of bibliometric indexes should be properly weighted within a broader set of assessment criteria including teaching, monitoring tasks, teamwork, knowledge transfer, research and innovation management, and public awareness activities. In the case of candidates in the business environment, special attention should be paid to contributions to patents, development or inventions.

Question 16

FIBHU12O - I+12 takes into account all candidates' experience, not only publications, but also teaching, supervision, collaborative work, knowledge transfer, research and innovation management and public awareness activities.

How do you agree with the statement and what level of importance do you attribute?

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Principle 17. Variations in the timeline of the curriculum vitae

Description

Career interruptions or chronological variations of curriculum vitae should not be penalized but should be considered as part of professional evolution and, therefore, as a potentially valuable contribution to researchers' professional development towards a multidimensional career path. Candidates should therefore be able to present properly documented curriculum vitae, reflecting a representative set of achievements and qualifications appropriate to the requested position.

Question 17

In FIBHU12O - I+12, career breaks are seen as an evolution and, consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career path.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Principle 18. Recognition of the mobility experience

Description

Any mobility experience, such as stays in other countries or regions or in other research contexts (public or private) or changes in discipline or sector, whether it is part of initial training in research or in later stages of the race, or experience in virtual mobility should be considered as a valuable contribution to the professional development of a researcher.

Question 18

In FIBHU12O - I+12 mobility of any kind is considered valuable contribution to the professional development of the researcher.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

Click here to type text.

Indicate the main gaps or differences in this regard at the institution level (weaknesses)

Click here to type text.

If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

Click here to type text.

Other comments and action proposals (optional):

Click here to type text.

Principle 19. Recognition of qualifications

Description

Employers should ensure the appropriate assessment and evaluation of academic and professional qualifications, including unofficial qualifications, of all researchers, especially in the context of international and professional mobility. Employers should be informed and gain a full understanding of the regulations, procedures and provisions governing the recognition of such qualifications, thereby exploring national law, existing conventions and specific regulations on the recognition of such qualifications through all available channels.

Question 19

FIBHU12O - I+12 puts sufficient effort into adequate assessment and assessment of academic qualifications, including unofficial qualifications, of all researchers, especially in the context of international and professional mobility.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Principle 20. Antique

Description

The required qualification levels must match the needs of the position and not be conceived as an obstacle to access. Recognition and evaluation of qualifications should be based on the judgment of the person's achievements rather than their circumstances or the reputation of the institution where the qualifications were acquired. Also, since professional qualifications can be acquired in the early stages of a long career, the model of professional development throughout life must also be recognized.

Question 20

In FIBHU12O - I+12, the seniority level is recognized by a permanent professional development pattern. FIBHU12O - I+12 recognizes a professional development model throughout the researcher's career, assessing professional qualifications according to the age level of the researcher.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Principle 21. Postdoctoral appointments

Description

Institutions responsible for the appointments of postdoctoral researchers should establish clear rules and explicit guidelines, specifying the maximum duration and objectives of appointments. Such guidelines should take into account the time spent by the researcher in previous postdoctoral positions in other institutions and consider that postdoctoral status should be transient, with the primary objective of providing additional professional opportunities to develop a research career in a context of long-term career prospects.

Question 21

FIBHU12O - R+12 has clear rules and explicit guidelines for the recruitment of postdoctoral researchers.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Working conditions and social security

Principle 22. Recognition of the profession

Description

All researchers who pursue a research career must be recognized as professionals and treated accordingly. This should begin at the beginning of their careers, i.e. at the postgraduate level, and should include all levels regardless of their national classification (e.g. employee, graduate student, doctoral student, postdoctoral fellow, civil servant).

Question 22

At FIBHU12O - I+12 researchers are recognized as professionals and are treated accordingly, at all stages of their research career.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Principle 23. Research environment

Description

Researchers' employers should ensure that a stimulating work and training environment is created that provides adequate facilities and equipment as well as possibilities such as remote collaboration through research networks, as well as that national or sectoral health and safety

regulations are observed in research. Employers should ensure that the agreed work programme receives adequate resources.

Question 23

FIBHU12O - I+12 offers appropriate facilities and equipment, promotes collaboration in research networks, ensures that national or sectoral regulations on health and safety in research are known, fostering a stimulating research and research training environment.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Principle 24. Working conditions

Description

Employers should ensure that the working conditions of researchers, including those with disabilities, provide the flexibility to ensure research performance in accordance with existing national legislation and national or sectoral collective agreements. They should also seek to provide working conditions that allow both researchers and researchers to combine family life and work, children and career.

Question 24

FIBHU12O - I+12 ensures that the working conditions of researchers, including disabled researchers, provide, where appropriate, the flexibility that is considered essential for the success of research in accordance with current national legislation and national or sectoral collective agreements.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Principle 25. Stability and staying in employment

Description

Employers should ensure that the performance of researchers is not undermined by the instability of employment contracts, and should therefore undertake, as far as possible, to improving the stability of the working conditions of researchers, applying and respecting the provisions and principles laid down in the Community Directive on fixed-term work.

Question 25

FIBHU12O - I+12 is committed to improving the stability of the conditions of employment of researchers, within the framework and context established.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Principle 26. Funding and wages

Description

Agencies employing and/or funding researchers should ensure that they enjoy fair and attractive financing and/or wage conditions with adequate and equitable social security provisions (including sickness and paternity benefits, pension rights and unemployment benefit) in accordance with current national legislation and national or sectoral collective agreements. This principle should apply to researchers at all stages of their career, including those in the initial phase, in proportion to their legal status, performance, level of qualifications and/or responsibilities.

Question 26

RESEARCHERS from FIBHU12O - I+12, at all stages of the race, including early-stage researchers, in line with their legal status, performance and level of qualifications and/or responsibilities, enjoy fair and attractive financing and/or wage conditions with adequate and equitable social security provisions, in accordance with current national legislation and/or sectoral collective agreements.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Principle 27. Gender balance

Description

Employers should ensure that there is a representative gender balance at all levels of the workforce, including levels of supervision and management. This objective must be achieved on the basis of a policy of equal opportunities in the recruitment of staff and in the subsequent professional stages without, however, prevailing over quality and competition criteria. To ensure equal treatment, selection and evaluation committees must have an appropriate balance between men and women.

Question 27

FIBHU12O - I+12 promotes gender balance by taking measures to ensure balance at all staff levels and by guaranteeing it in selection and evaluation commissions.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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Other comments and action proposals (optional):

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Principle 28. Professional development

Description

Agencies employing and/or funding researchers should develop, preferably within the framework of their human resources management, a specific professional development strategy for researchers, including fixed-term researchers, covering all stages of their career regardless of their contractual situation. The strategy should include the availability of mentors who provide support and guidance for the personal and professional development of researchers, motivating them and thus contributing to reducing the potential insecurity of their professional future. All researchers should be informed of these measures and provisions.

Question 28

FIBHU12O - R&12 offers a professional development strategy to researchers at all stages of their career, regardless of their contractual situation, even for researchers with certain contracts.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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Other comments and action proposals (optional):

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Principle 29. Value of mobility

Description

Employers should recognize the value of geographical, cross-sectoral, interdisciplinary and virtual mobility, as well as public-private mobility, as a powerful means of strengthening scientific knowledge and professional development at any stage of a researcher's career. Consequently, agencies should incorporate these options into the specific professional development strategy and fully assess and recognize any mobility experience in their system of professional evolution and valuation.

It is also necessary to identify administrative instruments that allow the transferability of both subsidies and social security provisions, in accordance with national legislation.

Question 29

In FIBHU12O - I+12 there is a general recognition of mobility of different types (geographical, intersectoral, interdisciplinary, etc.) as an asset for the development of the research career.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

[Click here to type text.](#)

Principle 30. Access to career guidance

Description

Employers should ensure that researchers can receive, at any stage of their career and regardless of their contractual situation, professional guidance and employment, either in the entities themselves or in collaboration with other structures.

Question 30

FIBHU12O - I+12 offers professional advice and assistance to researchers at all stages of their career, regardless of their contractual situation.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Principle 31. Intellectual property rights

Description

Employers should ensure that researchers benefit, at any stage of their career, from the possible exploitation of their R&D results through adequate legal protection, especially in the area of intellectual property and copyright protection.

Policies and practices should specify the rights of researchers and/or, where appropriate, their employers or other stakeholders, including external commercial or industrial entities, as possibly provided under specific partnership agreements or other types of agreement.

Question 31

The institution's Knowledge Transfer Office (OTRI) ensures that all researchers derive the benefits from the exploitation (if any) of their R&D&I results, where appropriate.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

1	2	3	4	5	6
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	Little					A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Principle 32. Co-authorship

Description

In assessing staff, institutions should positively appreciate co-authorship as it demonstrates a constructive approach to practice in research. Therefore, employers should develop strategies, practices and procedures that offer researchers, including those at the beginning of their careers, the necessary conditions so that they can enjoy the right to be recognized, mentioned and/or cited, within their actual contributions, as co-authors of reports, patents, etc. or publish the results of their own research regardless of their supervisors.

Question 32

FIBHU12O - I+12 supports researchers to use co-authorship, including those at the beginning of their research careers.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Principle 33. Teaching

Description

Teaching is essential for structuring and disseminating knowledge and should therefore be considered a valuable option in researchers' career paths. However, teaching responsibilities should not be excessive or prevent researchers, especially early in their careers, from conducting their research activities.

Employers should ensure that teaching responsibilities are properly remunerated and taken into account in evaluation and assessment systems, and because the time spent by the most skilled staff on the training of novel researchers counts as part of their teaching dedication. The appropriate training offer for teaching and guidance activities should be part of the professional development of researchers.

Question 33

FIBHU12O - I+12 offers specific training opportunities as part of the professional development of researchers.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Principle 34. Claims and Appeals

Description

Agencies employing and/or funding investigators should establish, in compliance with national provisions and regulations, appropriate procedures, possibly through an impartial person (as an advocate for the investigator), to address investigators' complaints and appeals, including those concerning conflicts between early-stage supervisors and investigators. These procedures should provide all investigative staff with confidential and informal assistance in resolving labour disputes, disputes and complaints, in order to promote fair and equitable treatment in the entity and to improve the overall quality of the working environment.

Question 34

FIBHU120 - I+12 provides the means for all staff to address claims and appeals, including those concerning early-stage supervisors and investigators. In addition, FIBHU120 - I+12 offers confidential and informal assistance in the resolution of labour disputes, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Principle 35. Participation in decision-making bodies

Description

Agencies employing and/or funding researchers should consider it legitimate, and indeed desirable, for researchers to be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, in order to protect and defend their individual and collective professional interests and to actively contribute to the work of the institution.

Question 35

In FIBHU120 - I+12 researchers are represented in the relevant bodies of information, consultation and decision-making

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

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Other comments and action proposals (optional):

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Training and Development

Principle 36. Relationship with supervisors

Description

Researchers in the training phase must maintain a structured and regular relationship with their supervisors and the representatives of the faculty or department in which they work, in order to take full advantage of their contact with them.

This includes keeping records of all results and findings of research work, obtaining reactions through reports and seminars, applying such feedback, and progressing work according to agreed timetables, objectives set, presentation of results and/or research products.

Question 36

At FIBHU12O - I+12, researchers in their training phase establish a structured and regular relationship with their supervisor(s) and with faculty or departmental representatives to make the most of their relationship with them.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

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Indicate the main gaps or differences in this regard at the institution level (weaknesses)

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Other comments and action proposals (optional):

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Principle 37. Oversight and management tasks

Description

Expert researchers should pay special attention to their multifaceted role as supervisors, mentors, professional counselors or communicators in scientific matters and perform these tasks in accordance with the highest professional standards. As far as their role as supervisors

and mentors of researchers is concerned, expert researchers should build a constructive and positive relationship with new researchers, in order to establish the necessary conditions for an effective transfer of knowledge and for the future good development of their careers as researchers.

Question 37

At FIBHU12O - I+12 senior researchers pay attention to their multifaceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or scientific communicators.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

[Click here to type text.](#)

Indicate the main gaps or differences in this regard at the institution level (weaknesses)

[Click here to type text.](#)

If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

[Click here to type text.](#)

Other comments and action proposals (optional):

[Click here to type text.](#)

Principle 38. Continuous professional development

Description

Researchers at any professional stage should strive to improve continuously through regular updates and expansions of their qualifications and competencies. This can be achieved through a number of means including, but not limited to, regulated training, seminars, conferences, and virtual learning.

Question 38

At FIBHU12O - I+12 researchers at all stages of the race are free to continuously improve, regularly updating and expanding their skills and competencies.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

[Click here to type text.](#)

Indicate the main gaps or differences in this regard at the institution level (weaknesses)

[Click here to type text.](#)

If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

[Click here to type text.](#)

Other comments and action proposals (optional):

[Click here to type text.](#)

Principle: 39. Access to research training and ongoing development

Description

Employers should ensure that all researchers, at any stage of their career and regardless of their contractual situation, have the opportunity to develop professionally and improve their employment opportunities by accessing measures to continuously develop their skills and competencies.

Such measures should be regularly assessed to verify their accessibility, use and effectiveness in improving skills, skills and employability.

Question 39

FIBHU12O - I+12 ensures that all researchers at any stage of their career, regardless of their contractual situation, have the opportunity to develop professionally and improve their employability through access to training measures for the continuous development of skills and competencies.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

[Click here to type text.](#)

Indicate the main gaps or differences in this regard at the institution level (weaknesses)

[Click here to type text.](#)

If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

[Click here to type text.](#)

Other comments and action proposals (optional):

[Click here to type text.](#)

Principle 40. Supervision

Description

Employers should ensure that a person who can be directed to early-stage investigators is clearly identified for issues related to the performance of their professional duties and should inform investigators.

The provisions should clearly state that the proposed supervisors should have sufficient experience in overseeing research work, and have the time, knowledge, experience, technical aptitude and dedication necessary to be able to provide the trained researcher with adequate support and to implement the necessary progress and review procedures, as well as the necessary reaction mechanisms.

Question 40

In FIBHU12O - I+12 group IPs are clearly identified and researchers in the first stage can refer to them for the performance of their professional duties. Defined supervisors have sufficient experience in research supervision, have the time, knowledge, experience and commitment to provide the trained researcher with adequate support and provide the necessary progress and review procedures as well as the necessary feedback mechanisms.

How do you agree with the statement and what level of importance do you attribute?

Score from 1 to 6 (1 is very little, 6 is a lot)

	1 Little	2	3	4	5	6 A lot
Level of agreement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Indicate the main practices or actions that are being carried out in this regard at the institution level (strengths)

Click here to type text.

Indicate the main gaps or differences in this regard at the institution level (weaknesses)

Click here to type text.

If you consider it relevant or knowledgeable, indicate national, regional legislation or the regulation of the institution itself that allows or governs the implementation or not of this principle

Click here to type text.

Other comments and action proposals (optional):

Click here to type text.

Additional comments (optional)

Please add any other comments.

Click here to type text.