

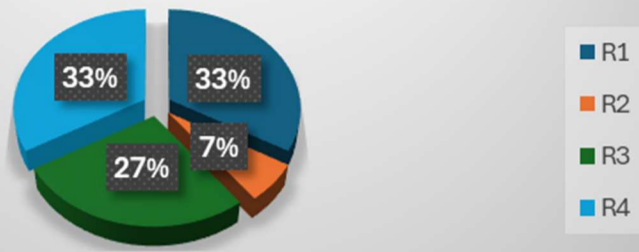
## **Résultats du Questionnaire**

### **Conditions de travail pour les activités de recherche**

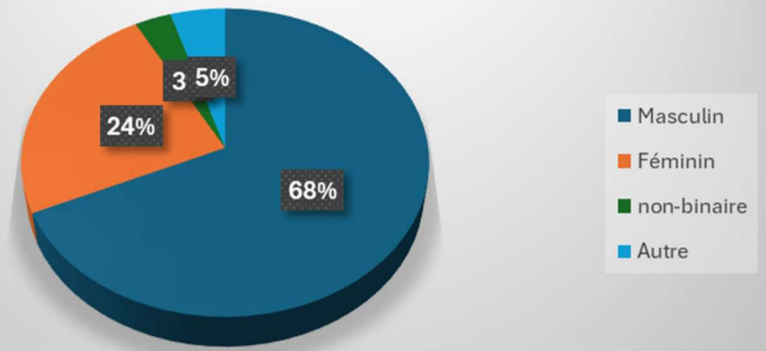
*Working conditions for research activities*



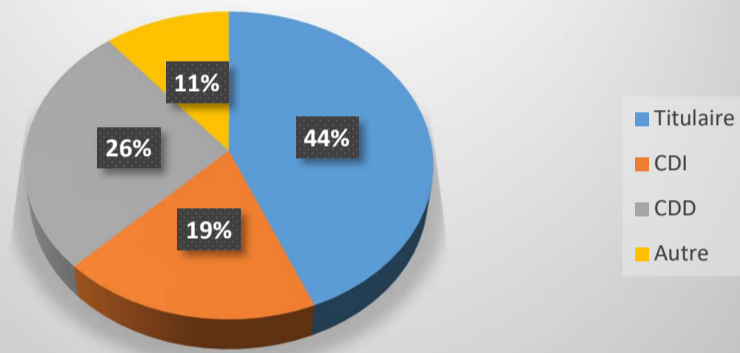
### Répartition du panel des personnes consultées par catégorie



### Répartition du panel des personnes consultées par genre



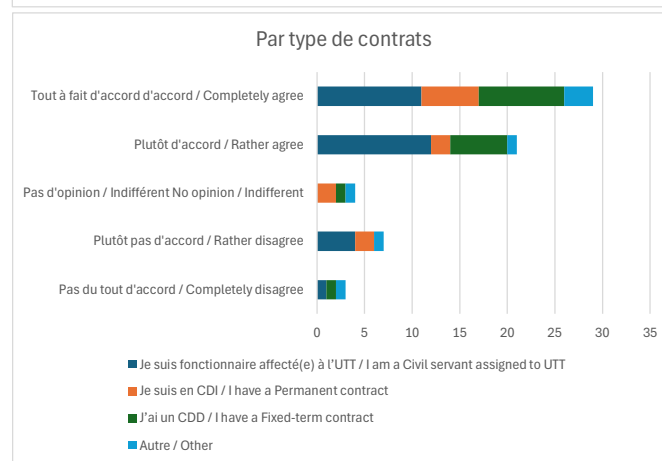
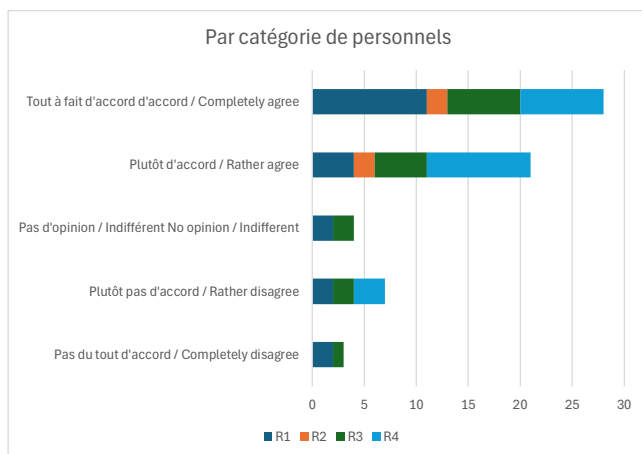
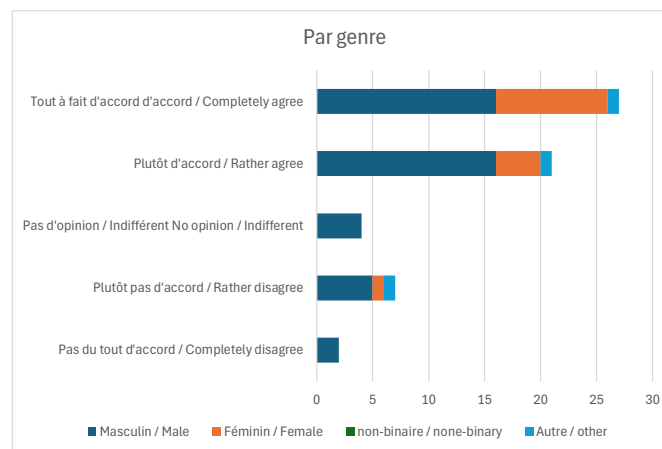
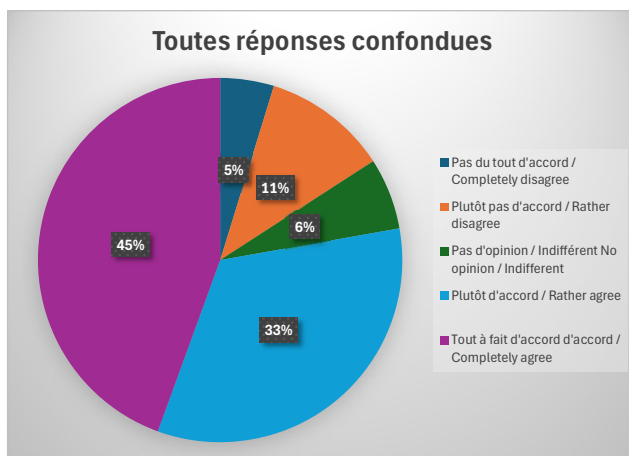
### Répartition du panel des personnes consultées par statut



Liberté de recherche : Les enseignants-chercheurs et les chercheurs jouissent d'une pleine indépendance et d'une entière liberté d'expression dans l'exercice de leurs fonctions d'enseignement et de leurs activités de recherche, sous les réserves que leur imposent, conformément aux traditions universitaires et aux dispositions du code de l'éducation, les principes de tolérance et d'objectivité.

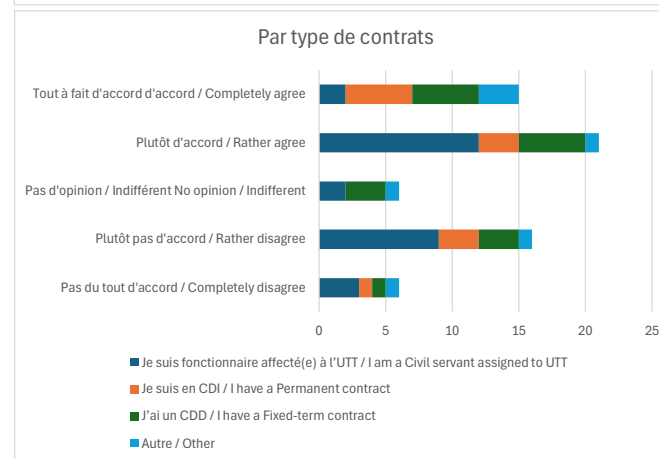
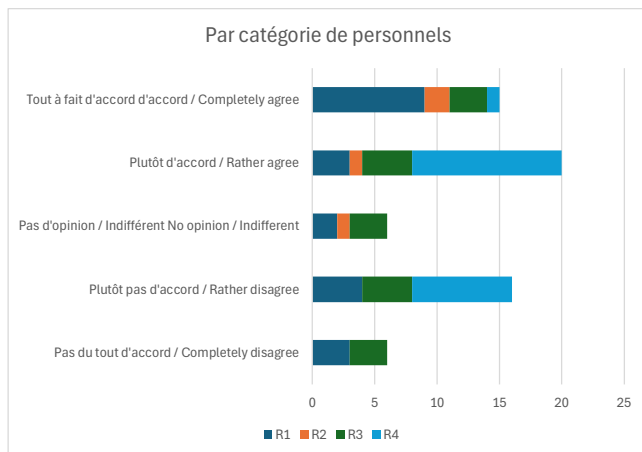
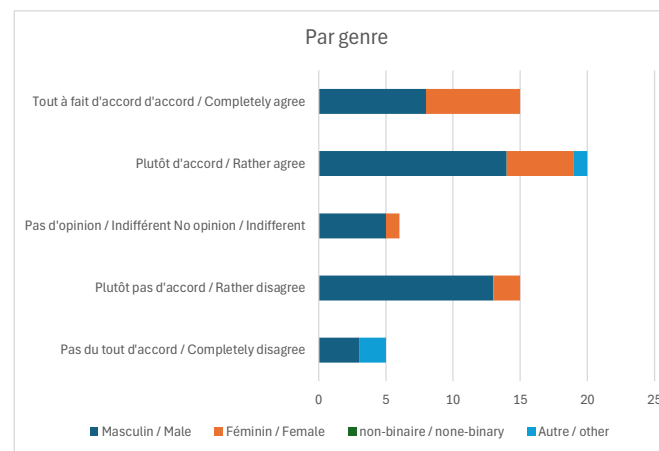
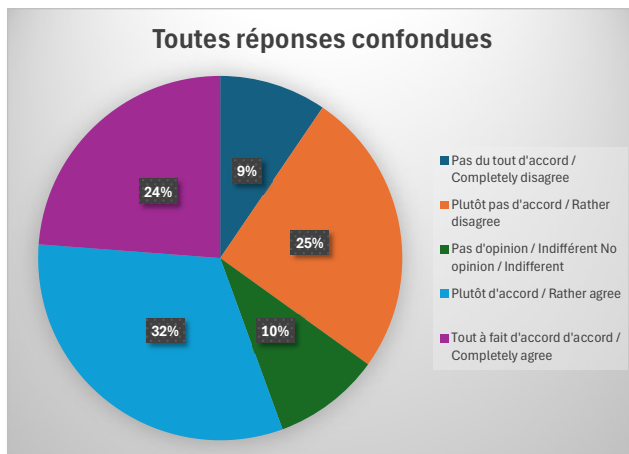
Freedom of research : Teacher-researchers and researchers shall enjoy full independence and freedom of expression in the performance of their teaching and research duties, subject to the conditions imposed on them, in accordance with academic traditions and the provisions of the Education Code, by the principles of tolerance and objectivity.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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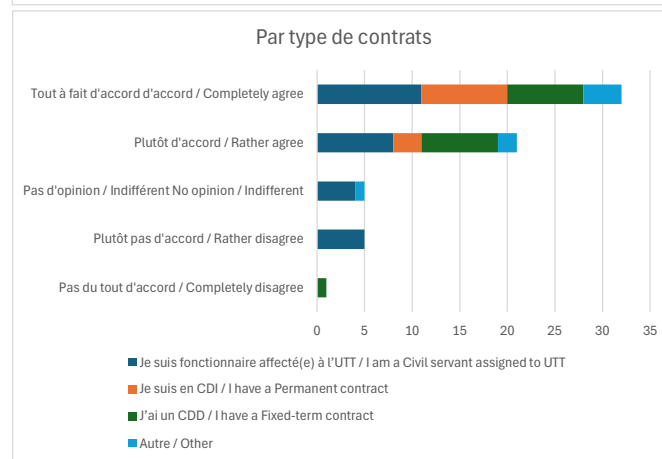
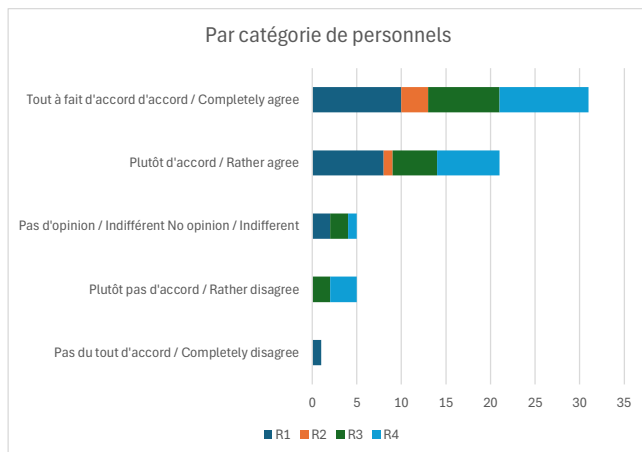
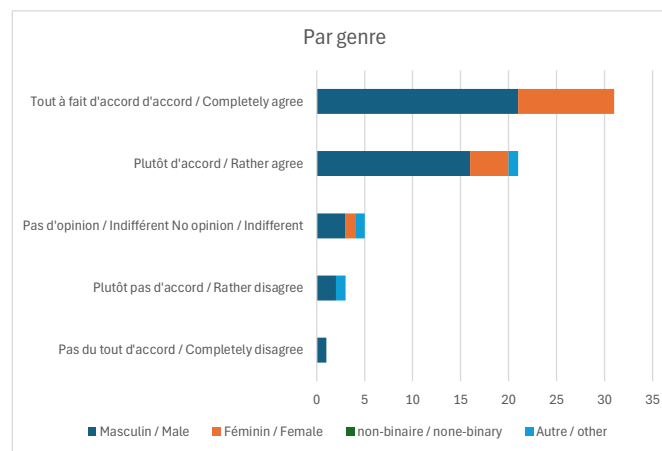
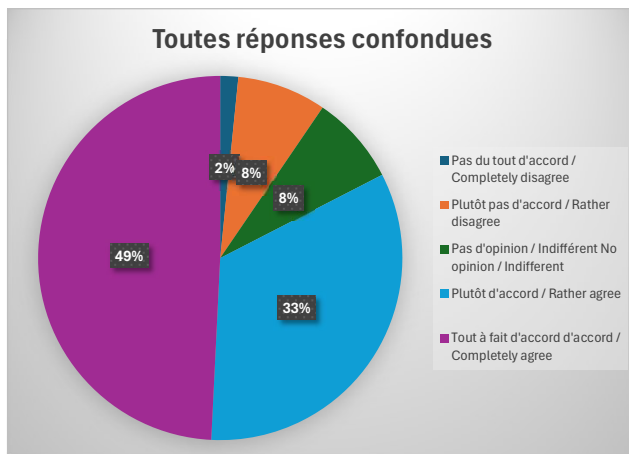
Principes éthiques : La politique de l'UTT en matière d'éthique et d'intégrité scientifique est connue et s'impose comme la base du travail de tous les chercheurs. La communauté de chercheur sait à qui s'adresser pour signaler un manquement à l'intégrité scientifique.  
 Ethical principles : UTT's policy on ethics and scientific integrity is known and established as the basis for the work of all researchers. The research community knows who to turn to to report a breach of scientific integrity

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>+/- almost but not fully implemented</b>
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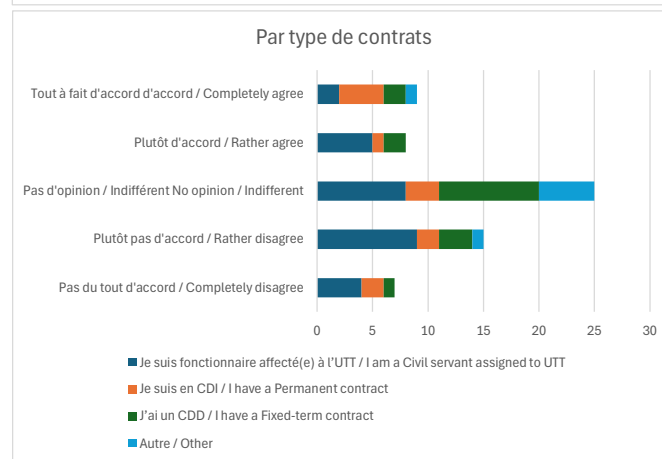
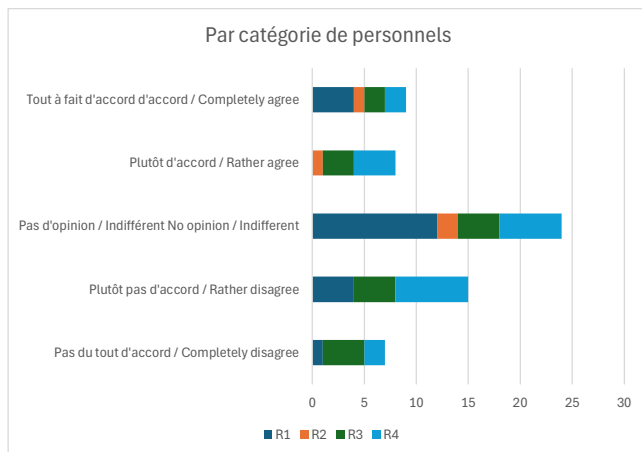
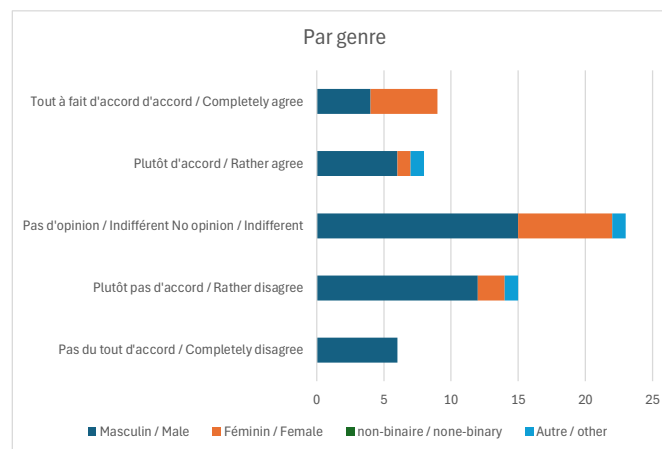
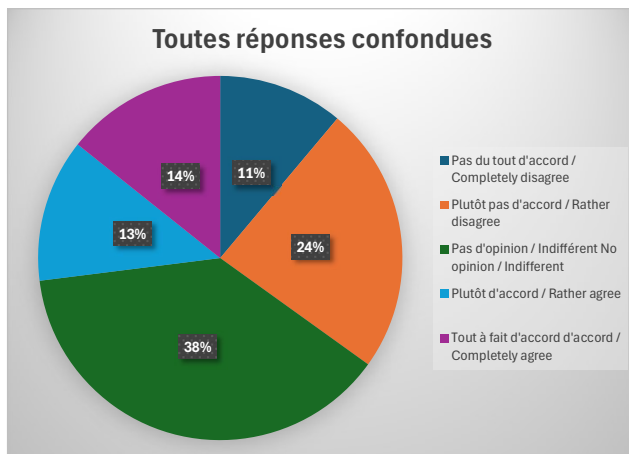
Responsabilité professionnelle : Les chercheurs de l'UTT s'efforcent d'éviter toute forme de plagiat et respectent les principes et les règles de protection de la propriété intellectuelle.  
 Professional liability : UTT researchers strive to avoid all forms of plagiarism and respect the principles and rules of intellectual property protection.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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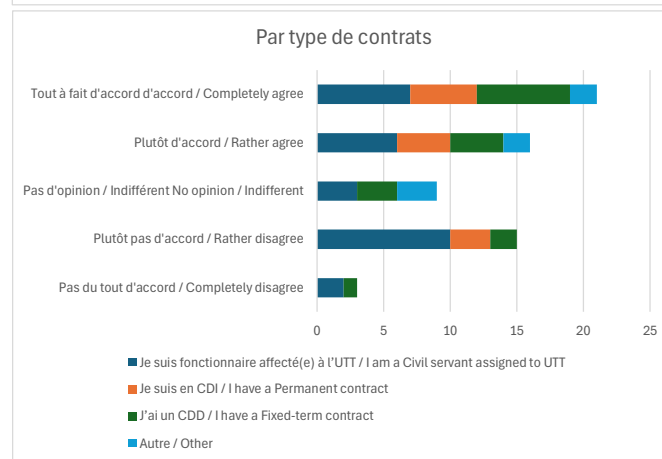
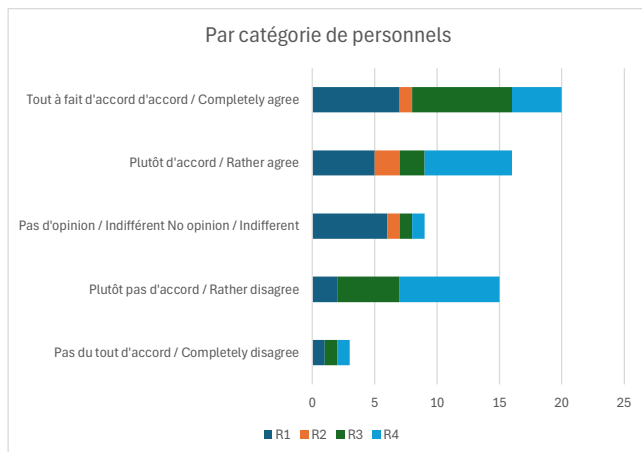
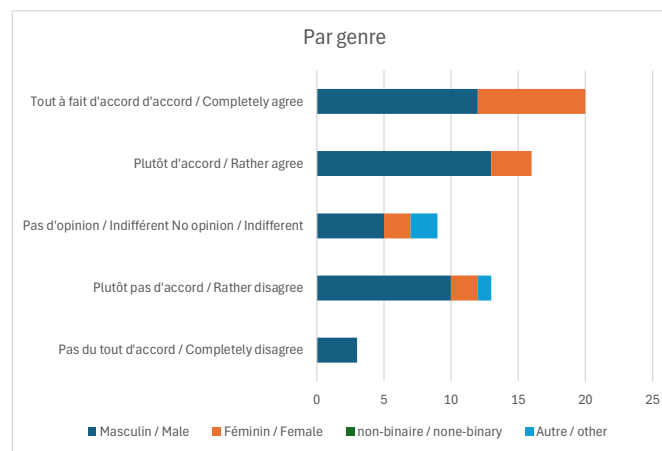
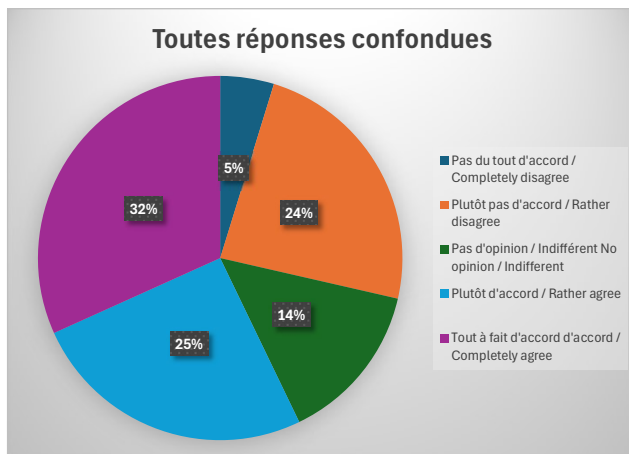
Attitude professionnelle : Les chercheurs ont une parfaite connaissance de la stratégie de leur unité de recherche. Ils connaissent le processus de validation de leur projet de recherche et utilisent l'outil PLEIADE (EX PPREC) avant chaque intention de déposer un nouveau projet. Ils rendent compte de l'évolution de leurs projets et des potentiels difficultés rencontrées à qui de droit.  
 Professional Attitude : The researchers have a perfect knowledge of the strategy of their research unit. They know the validation process of their research project and use the PLEIADE tool (EX PPREC) before each intention to submit a new project. They report on the progress of their projects and the potential difficulties encountered by those entitled to them.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-- insufficiently implemented</b>
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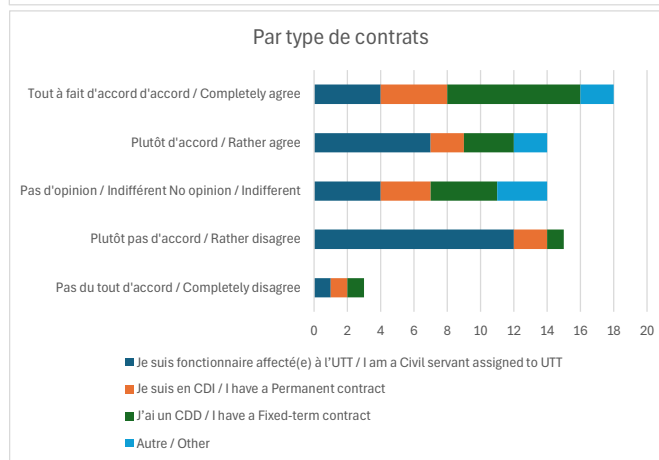
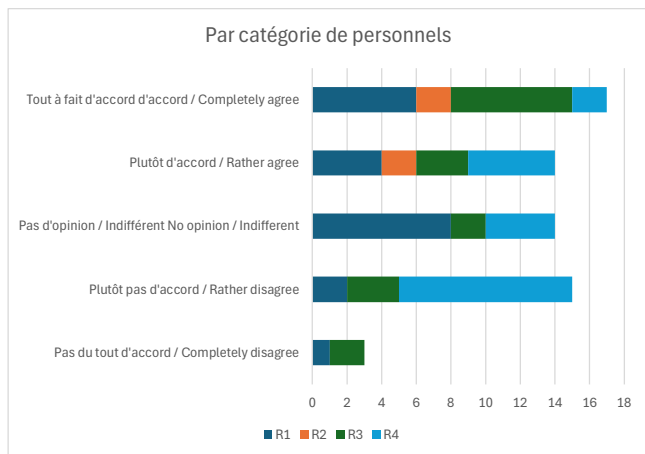
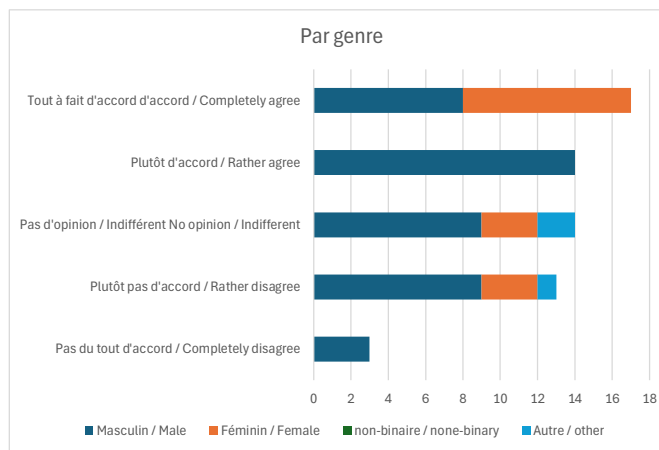
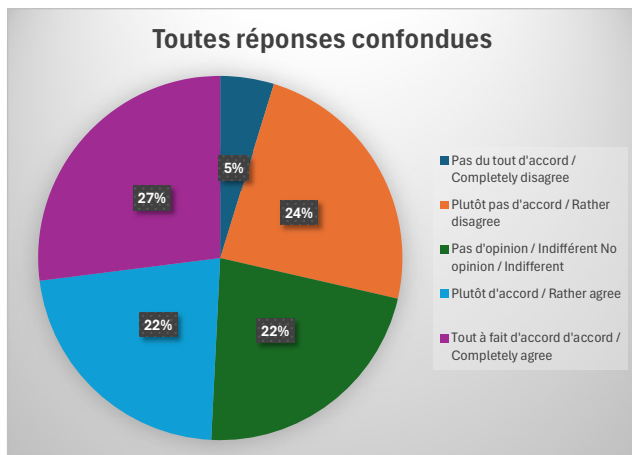
Obligations contractuelles et légales : Chaque chercheur-euse est conscient(e) de ses responsabilités scientifiques, lorsqu'il/elle s'engage dans un projet que cela soit en tant que coordinateur ou non.  
 Contractual and legal obligations : Each researcher is aware of his/her scientific responsibilities, when he/she engages in a project, whether as coordinator or not.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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Responsabilité (retour financier, audits financiers/recherche/éthique, transparence des données) : Chaque chercheur-euse est conscient(e) de ses responsabilités, administratives et financières lorsqu'il/elle s'engage dans un projet que cela soit en tant que coordinateur ou non.  
 Accountability (financial return, financial audits/research/ethics, data transparency) : Each researcher is aware of his/her administrative and financial responsibilities when he/she engages in a project, whether as coordinator or not.

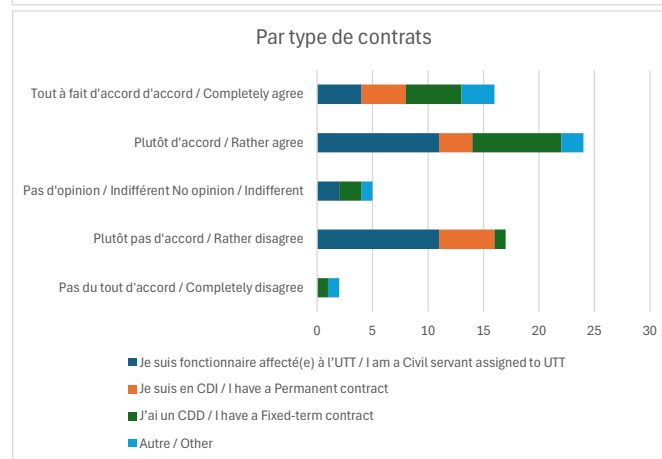
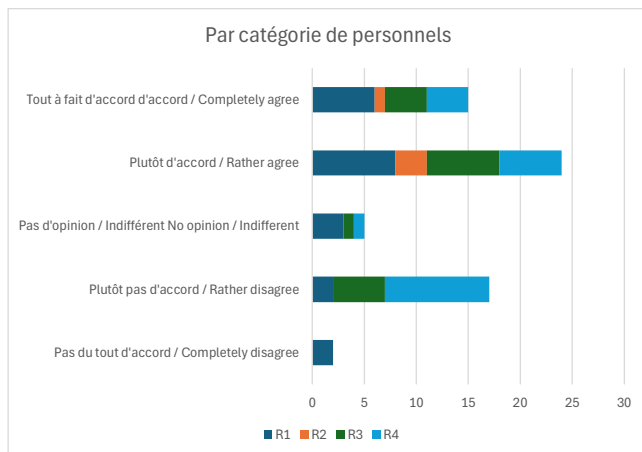
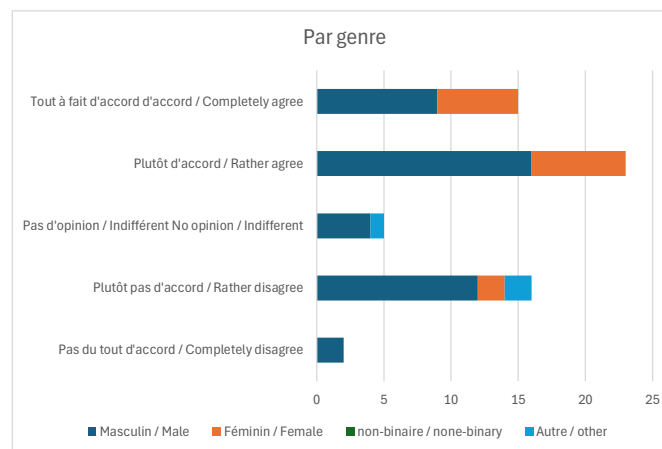
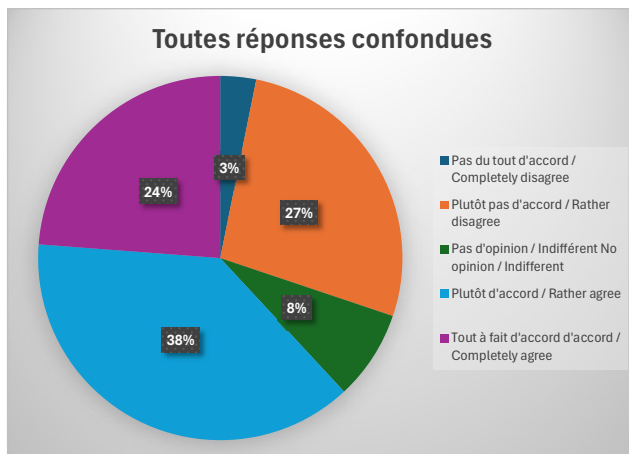
**Nombre total de réponses :** 63 **Potentielle conclusion :** +/- almost but not fully implemented





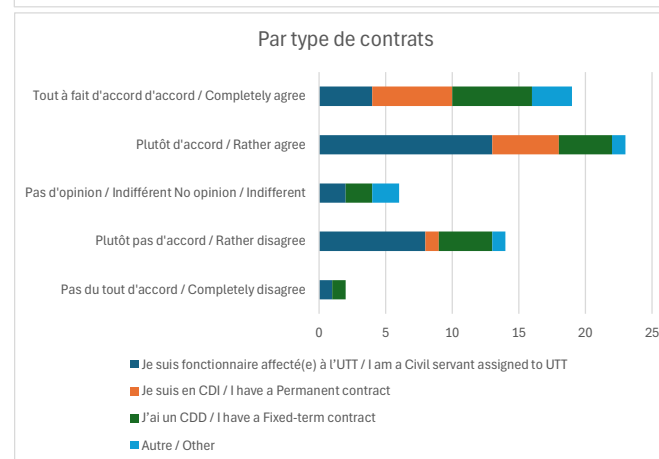
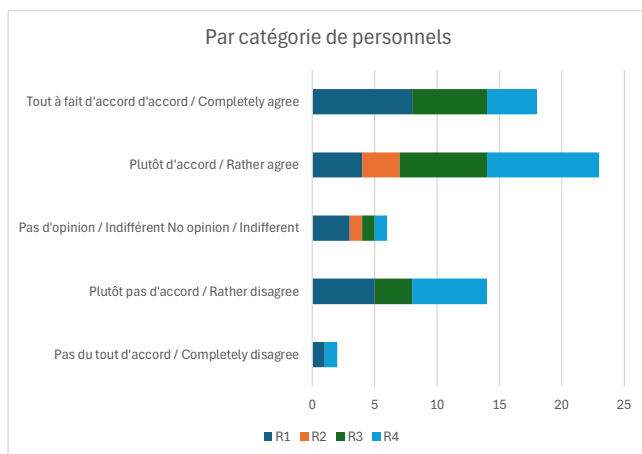
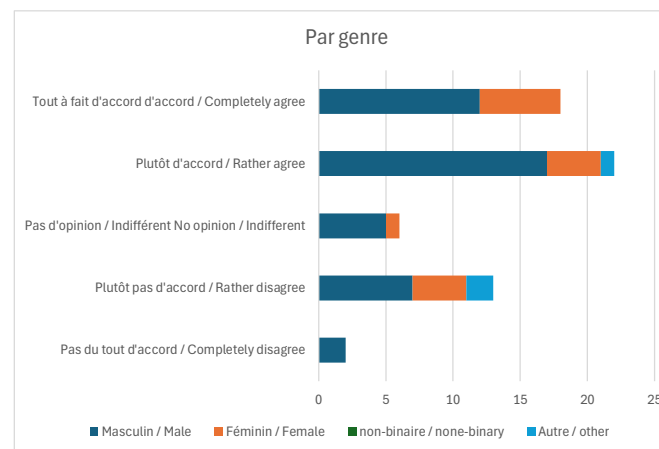
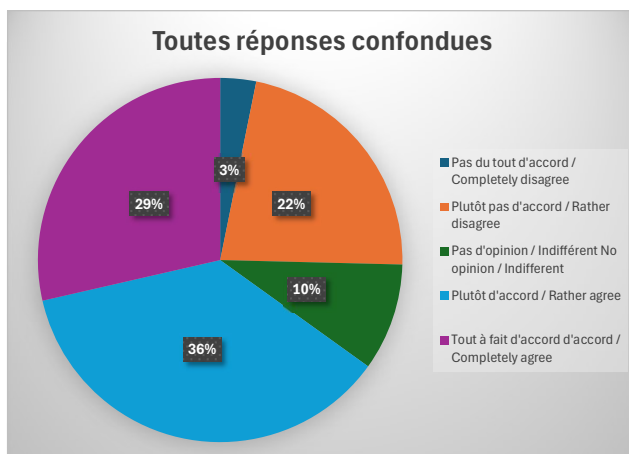
Bonnes pratiques dans le secteur de la recherche : Vous êtes suffisamment informé(e) sur les questions liées au libre accès et à la protection des données (par l'établissement ou par vos pairs) ?  
 Good practices in the research sector : Are you sufficiently informed about open access and data protection issues (by the institution or by your peers)?

**Nombre total de réponses :** 63 **Potentielle conclusion :** +/- almost but not fully implemented



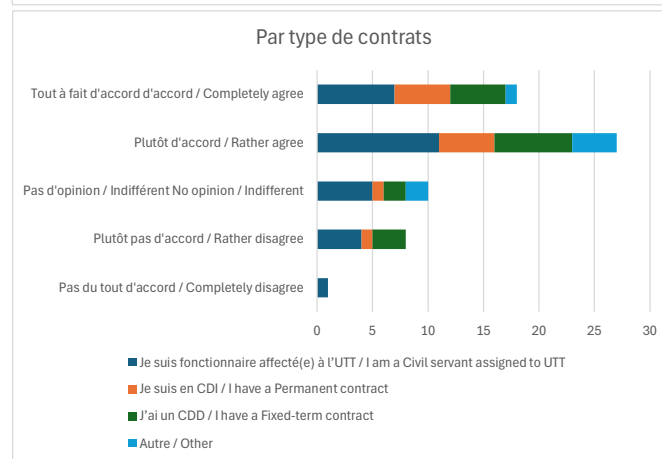
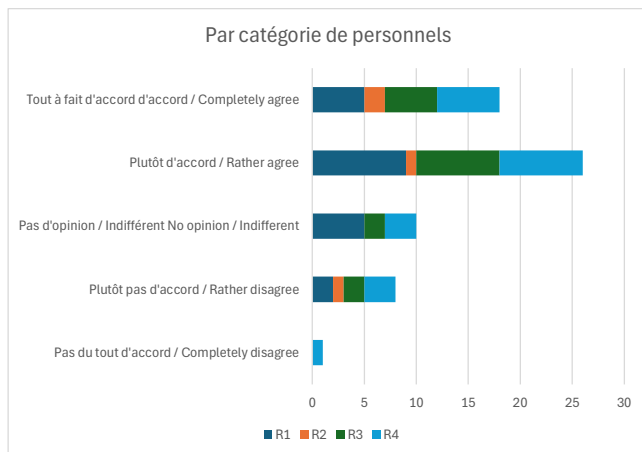
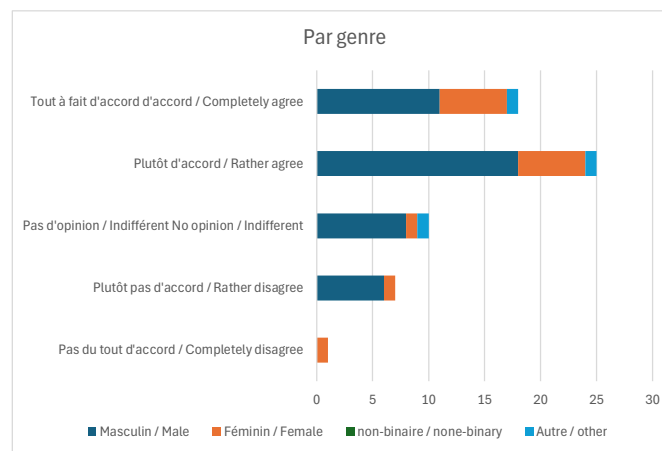
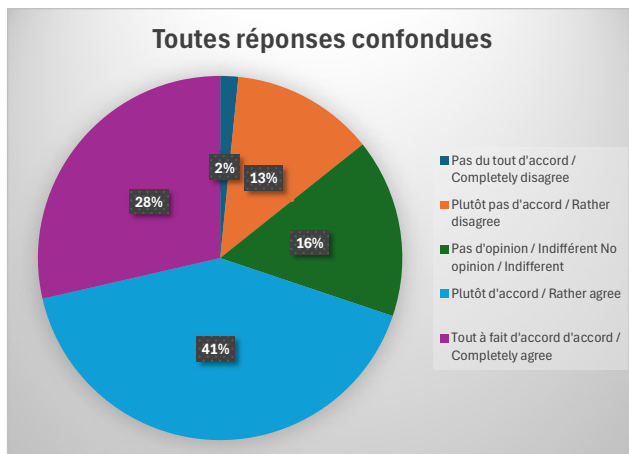
Bonnes pratiques dans le secteur de la recherche : Vous êtes parfaitement informé(e)s des conditions d'Hygiène et de sécurité de votre unité de recherche et vous connaissez votre assistant(e) de prévention de proximité.  
 Good practices in the research sector : You are fully informed of the health and safety conditions of your research unit and you know your local prevention assistant

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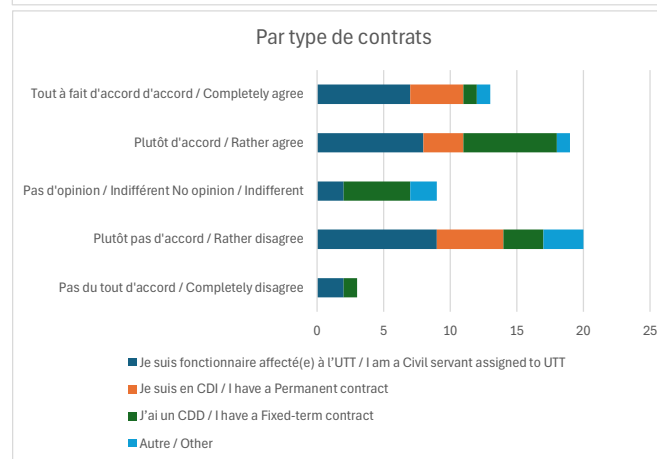
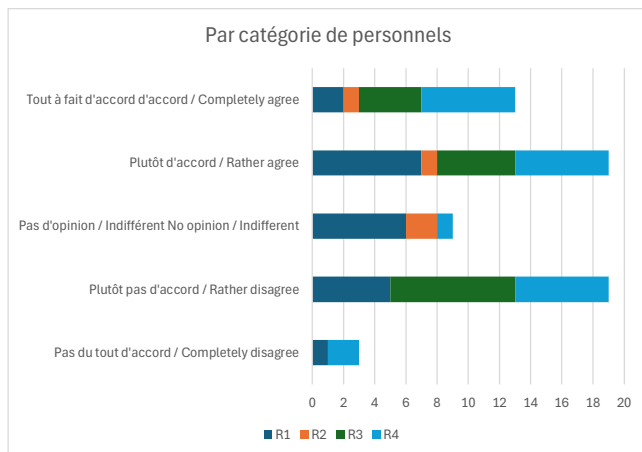
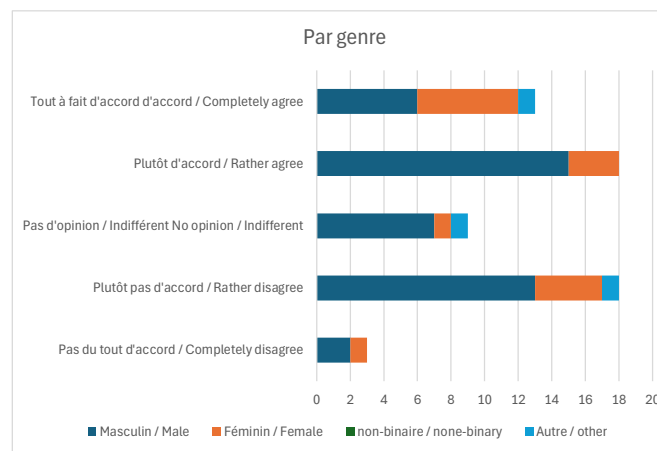
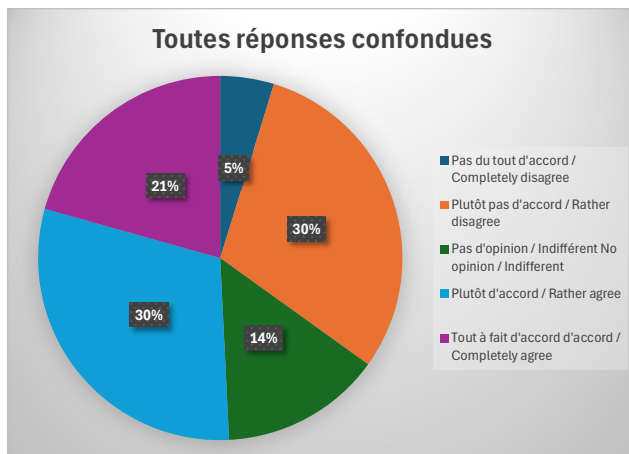
Diffusion et exploitation des résultats : Vous appliquez l'accès libre aux publications (Open Access) et l'accès libre aux données (Open Data) ?  
 Dissemination and exploitation of results : Do you apply open access to publications and open data?

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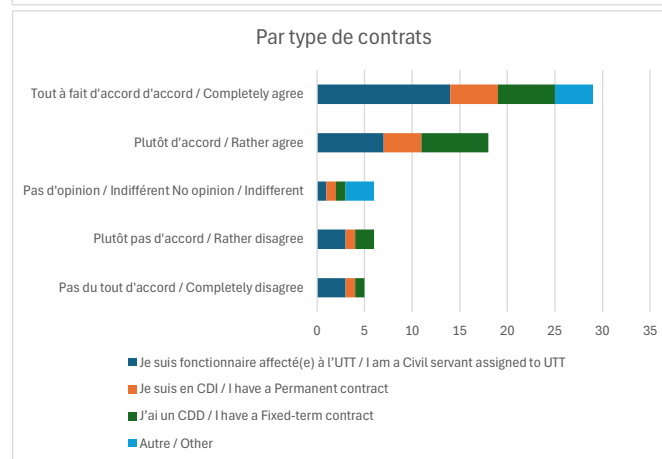
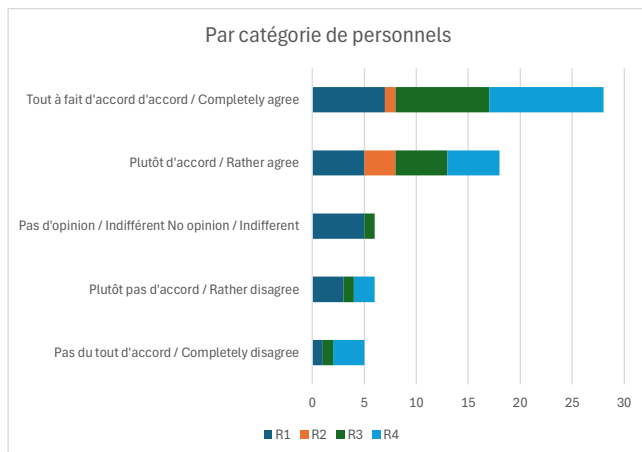
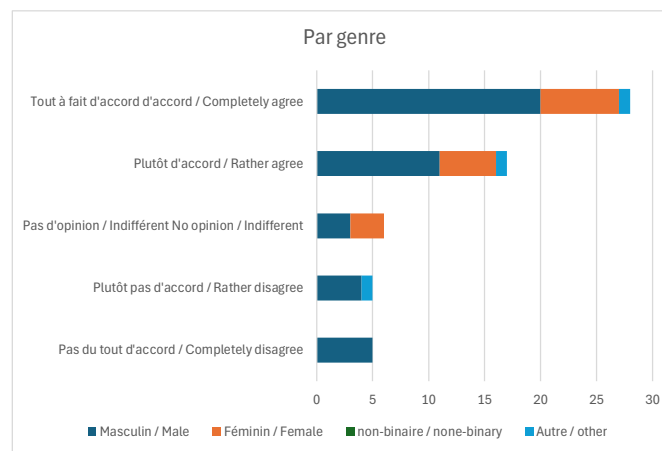
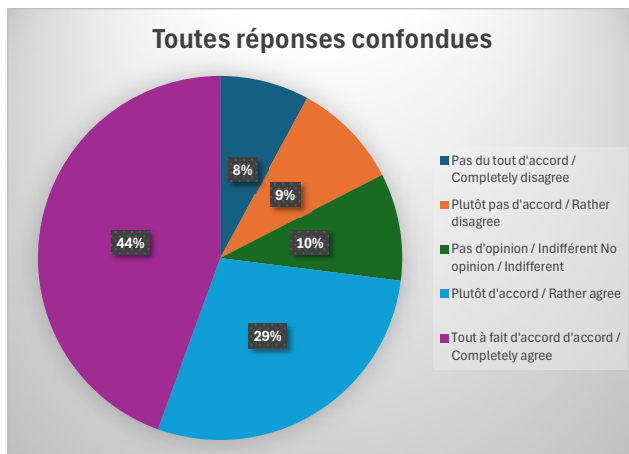
Diffusion et exploitation des résultats : Vous sentez-vous suffisamment informé(e) sur les questions liées aux droits d'auteur (dans vos publications, dans vos logiciels, dans votre thèse, etc) ?  
 Dissemination and exploitation of results : Do you feel sufficiently informed about copyright issues (in your publications, software, thesis, etc.)?

**Nombre total de réponses :** 63 **Potentielle conclusion :** +/- almost but not fully implemented



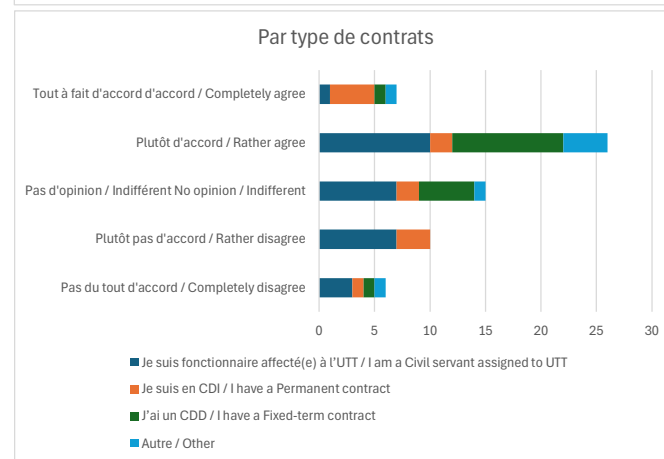
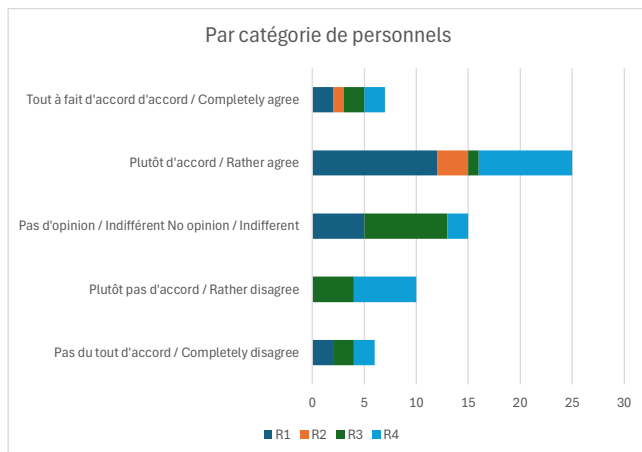
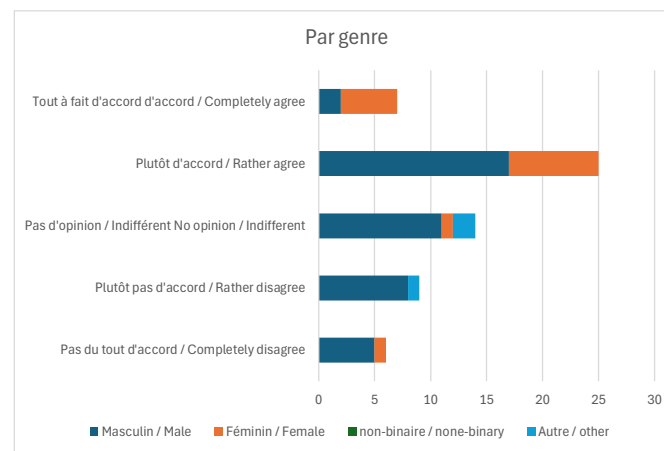
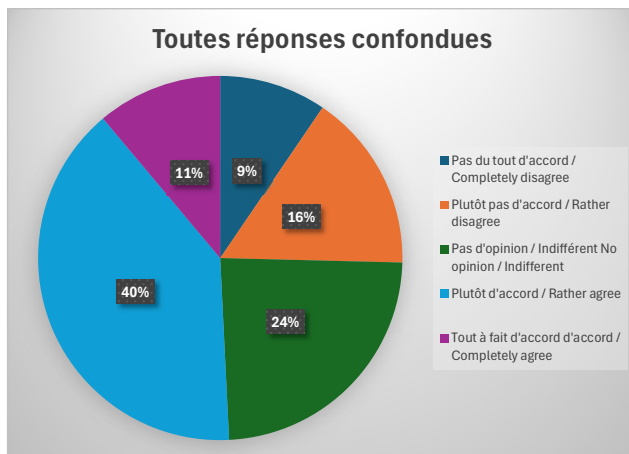
Diffusion et exploitation des résultats : Utilisez-vous le portail HAL UTT ?  
 Dissemination and exploitation of results : Do you use the HAL UTT portal?

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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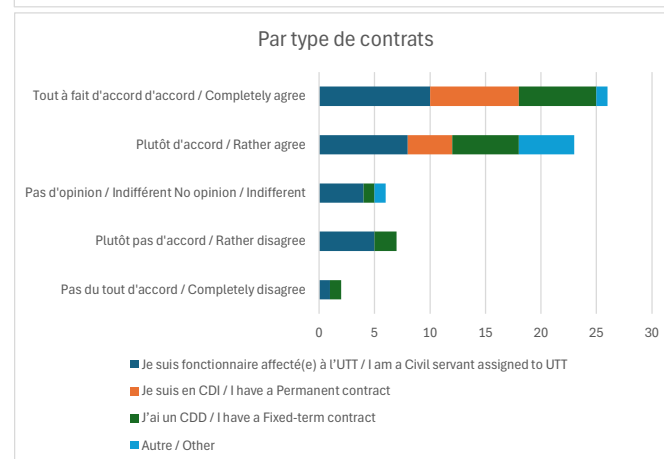
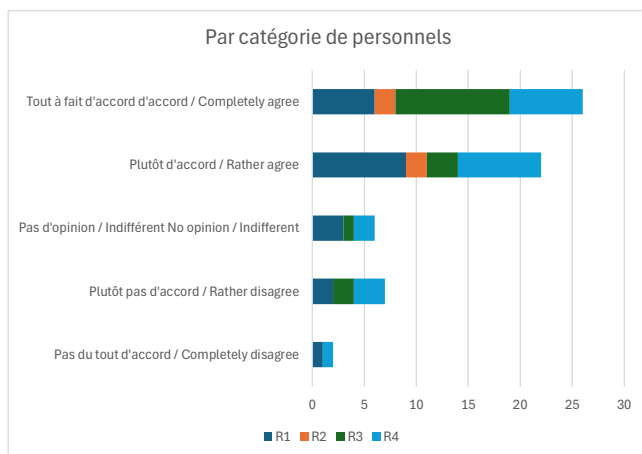
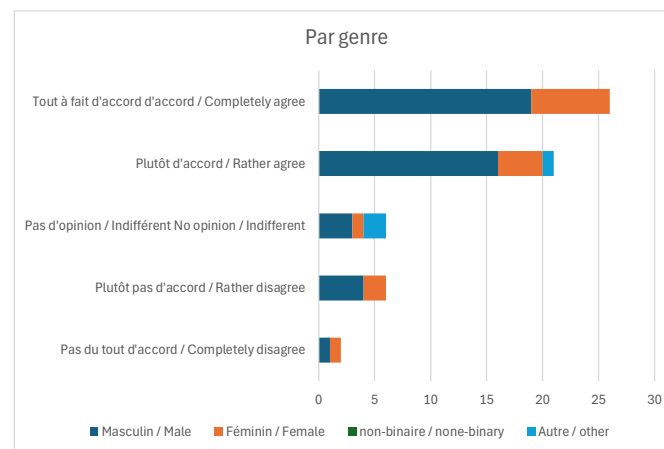
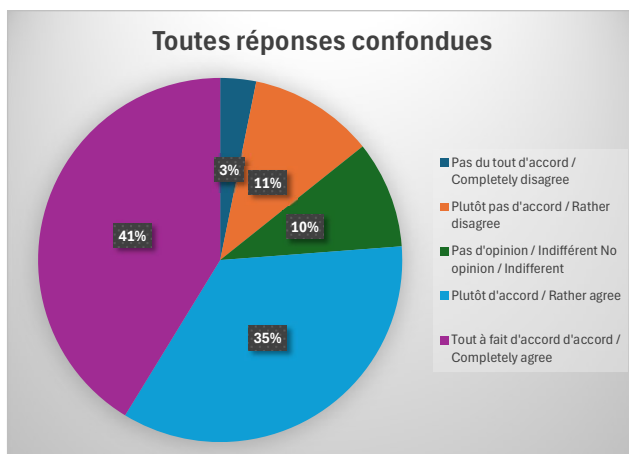
Diffusion et exploitation des résultats : Vous sentez-vous suffisamment soutenu(e) par l'établissement dans la valorisation et le transfert des résultats de vos activités de recherche ? Vous sentez-vous suffisamment informé(e) sur les questions liées à la propriété intellectuelle (dans vos contrats de recherche, dans vos brevets, etc) ?  
 Dissemination and exploitation of results : Do you feel sufficiently supported by the institution in valuing and transferring the results of your research activities? Do you feel sufficiently informed about intellectual property issues (in your research contracts, patents, etc.)?

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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Engagement vis-à-vis de la société : Etes-vous sensibilisé(e)s à la diffusion de la culture scientifique et vous cherchez systématiquement à vulgariser vos travaux pour communiquer au plus grand nombre ?  
 Commitment to society : Are you aware of the dissemination of scientific culture and systematically seek to popularize your work to communicate to as many people as possible?

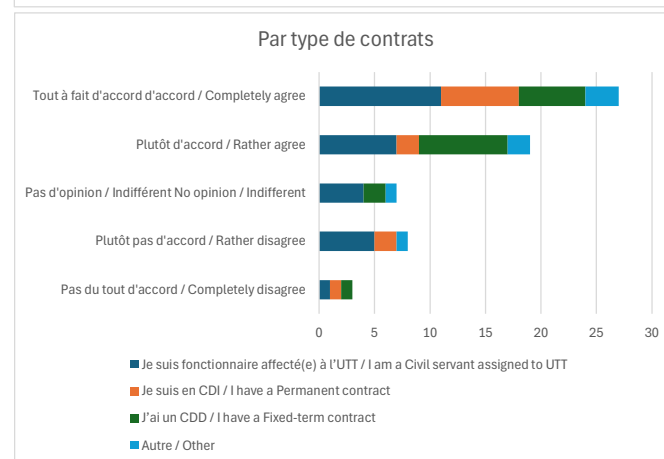
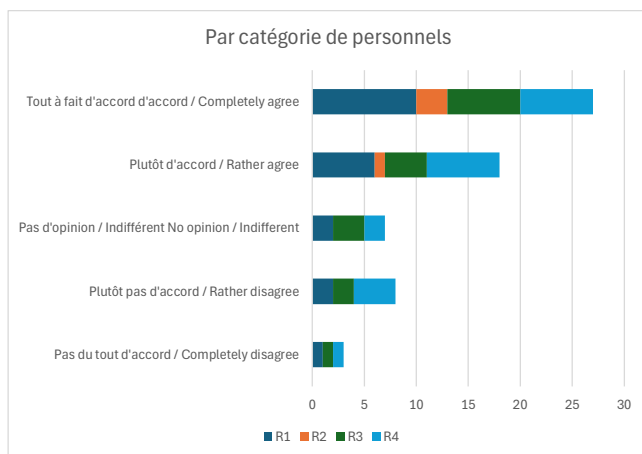
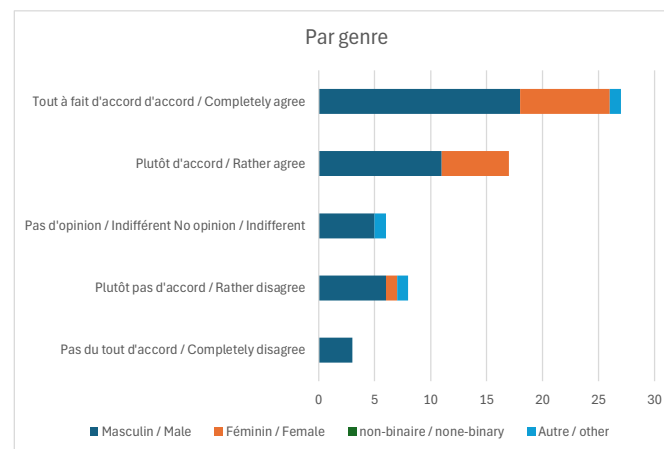
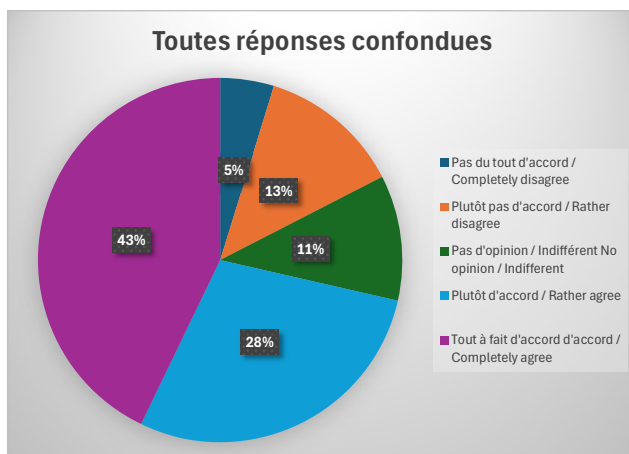
<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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Non-discrimination : L'UTT prohibe toute discrimination entre ses agents en raison de leurs opinions politiques, syndicales, philosophiques ou religieuses, de leur origine, de leur sexe, de leur orientation ou identité sexuelle, de leur âge, de leur patronyme, de leur état de santé, de leur apparence physique, de leur handicap ou de leur appartenance ou de leur non-appartenance, vraie ou supposée, à une ethnie ou une race.

Non-discrimination : The UTT prohibits any discrimination between its agents on the grounds of their political, trade union, philosophical or religious opinions, origin, sex, sexual orientation or identity, age, surname, state of health, physical appearance, disability or membership or non-membership, true or presumed, of an ethnic group or race.

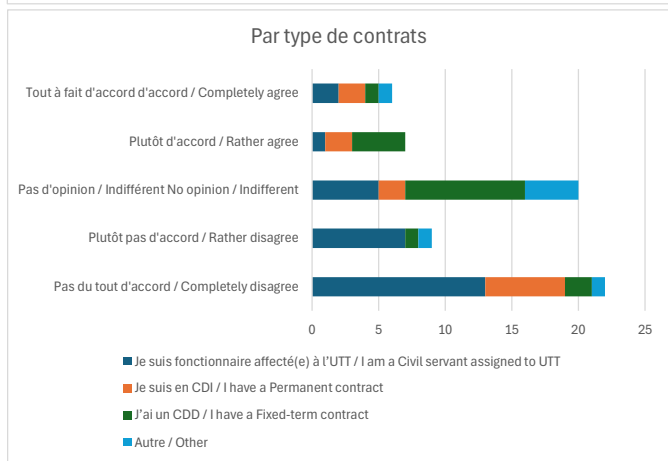
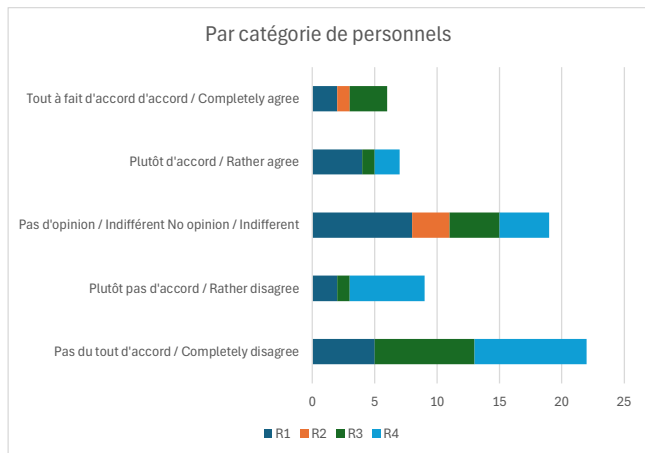
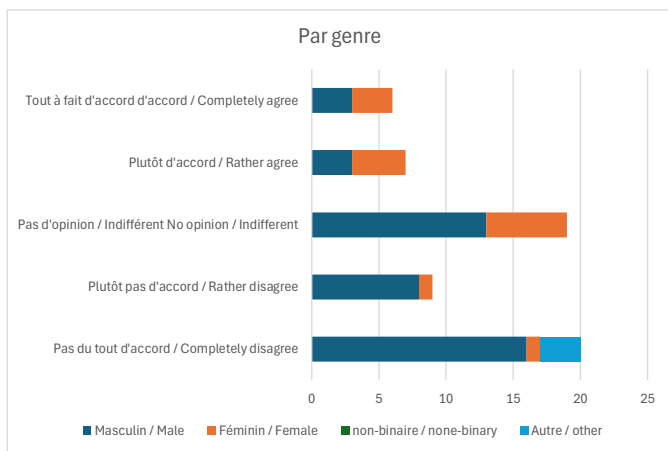
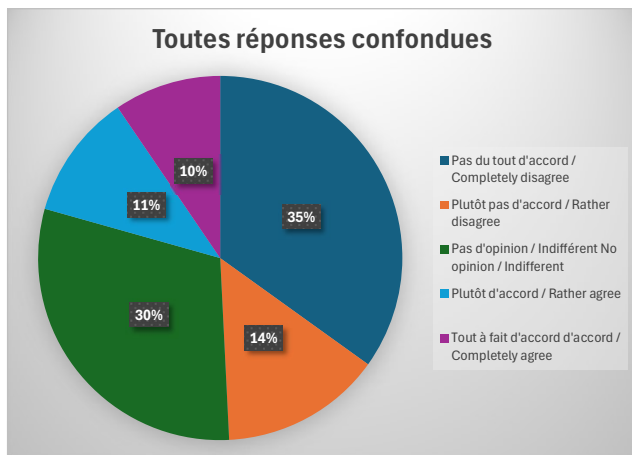
<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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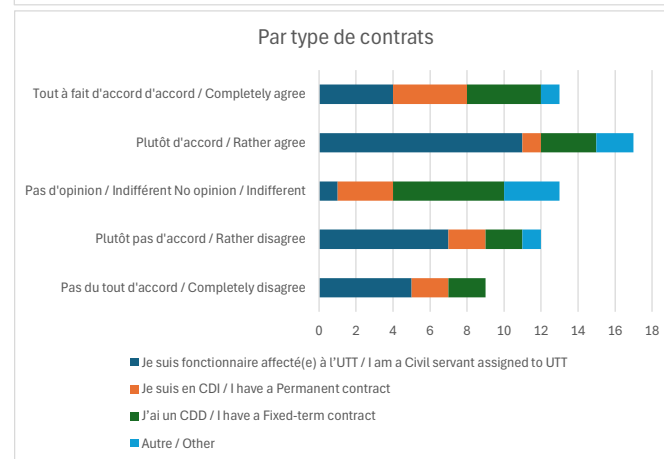
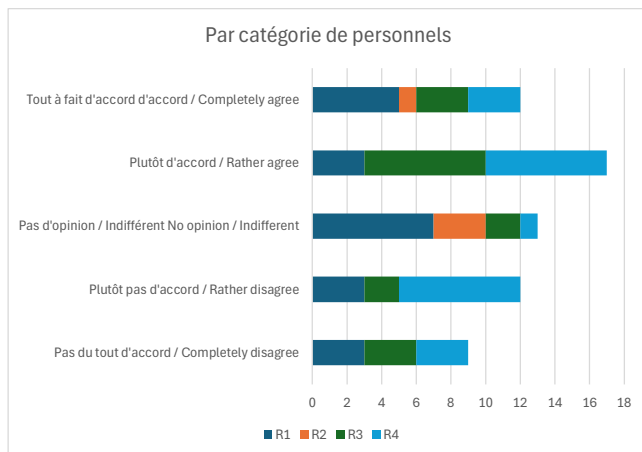
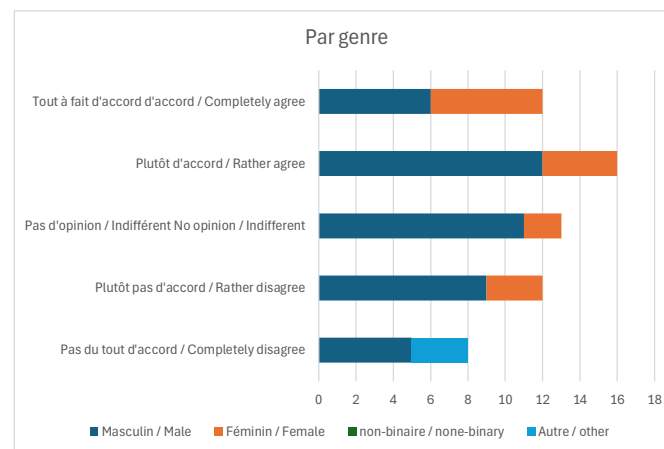
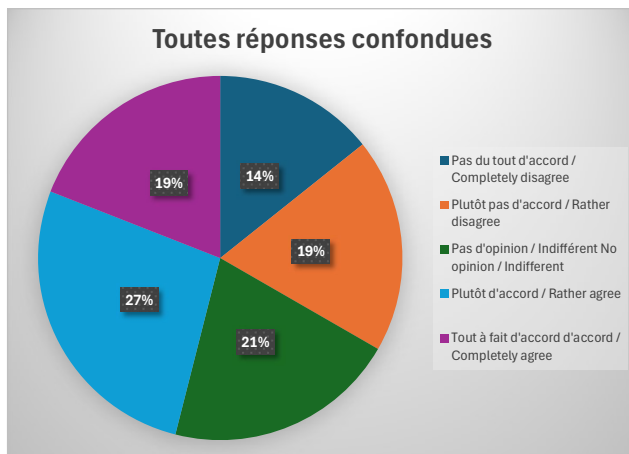
Systèmes d'évaluation : L'UTT propose des systèmes d'évaluation afin que les performances professionnelles des chercheurs soient évaluées de façon régulière et transparente par un comité indépendant (et de préférence international dans le cas des chercheurs expérimentés).  
 Assessment systems : UTT offers evaluation systems so that the professional performance of researchers is regularly and transparently evaluated by an independent committee (and preferably international in the case of experienced researchers).

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-- insufficiently implemented</b>
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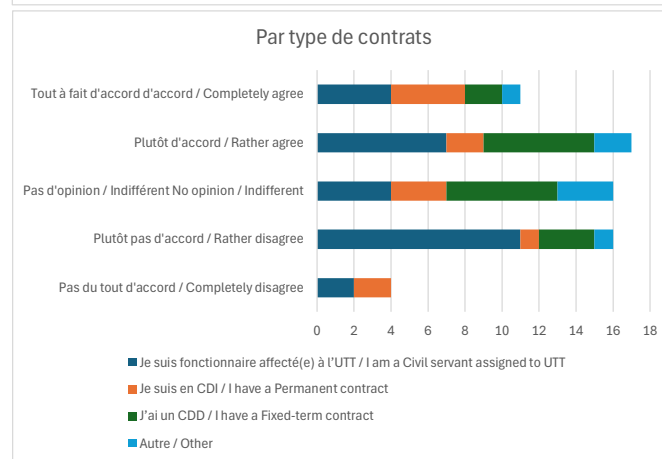
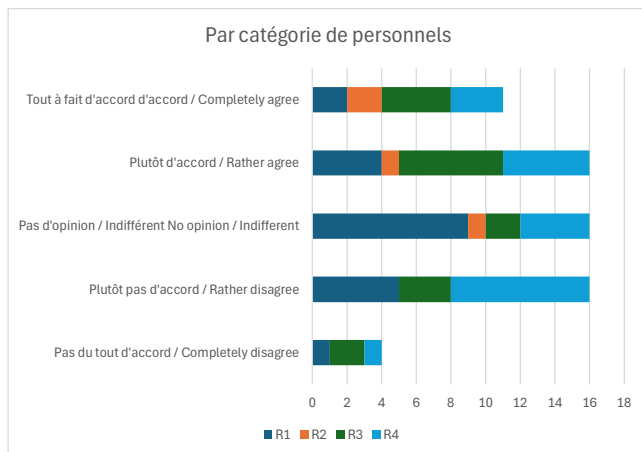
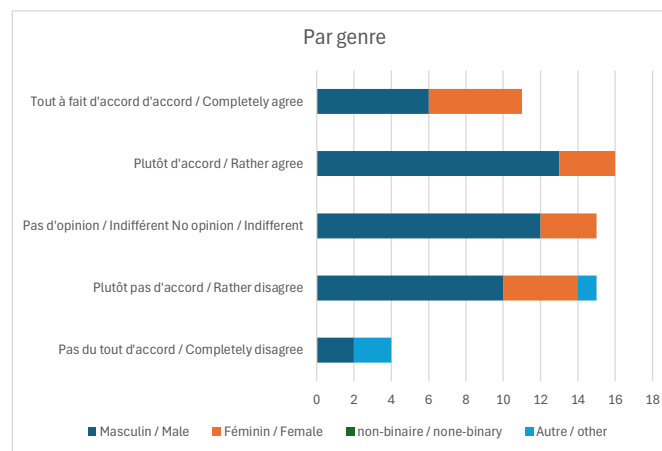
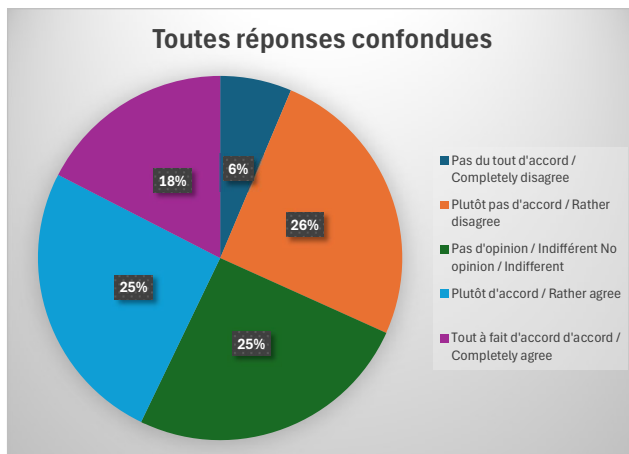
Recrutement : Les procédures de sélection du personnel de recherche sont faciles à comprendre pour les candidats (des critères et fiches de poste suffisamment descriptives et compréhensibles). Les critères de sélection des candidats sont pré-établis (ouverts), transparents et fondés sur les qualifications et les réalisations.  
 Recruitment : The procedures for selecting research staff are easy for applicants to understand (i.e. criteria and job description that are sufficiently descriptive and understandable). The selection criteria for candidates are pre-established (open), transparent and based on qualifications and achievements.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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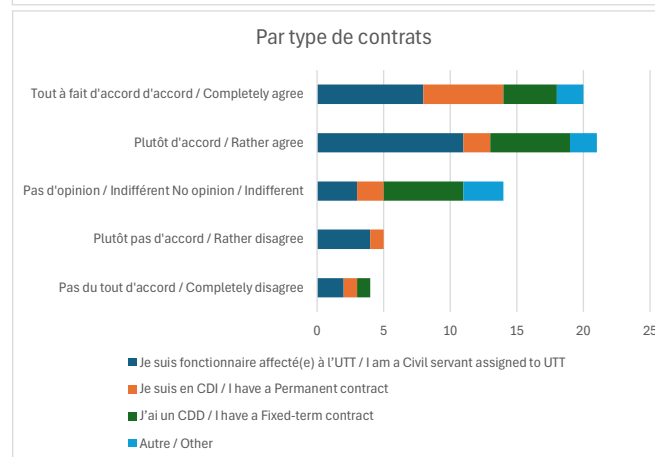
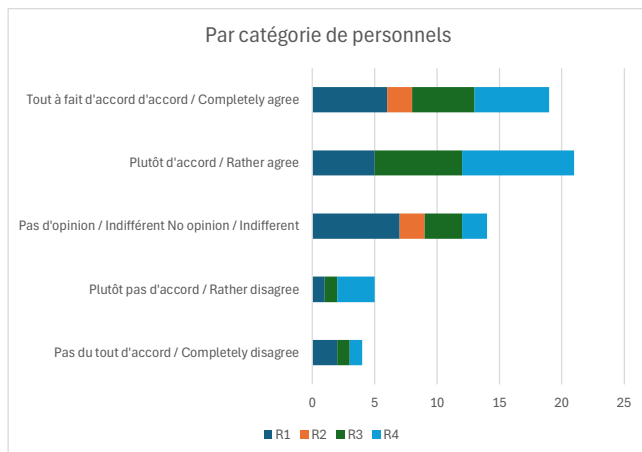
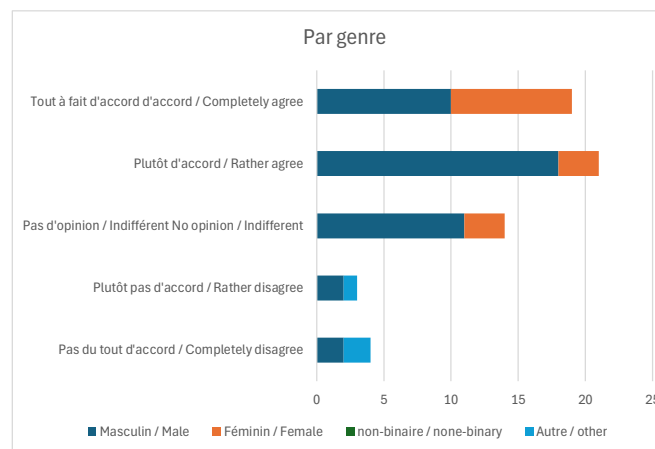
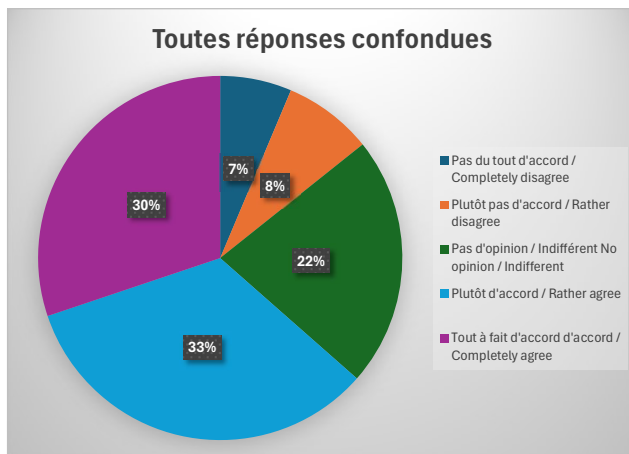
Recrutement (publication des postes) : L'UTT assure une publicité large et à l'échelle internationale des postes de chercheurs ouverts au recrutement (quelle que soit la catégorie de chercheur recrutée).  
 Recruitment (publication of posts) : UTT provides broad and international publicity for researcher positions open for recruitment (regardless of the category of researcher recruited).

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>+/- almost but not fully implemented</b>
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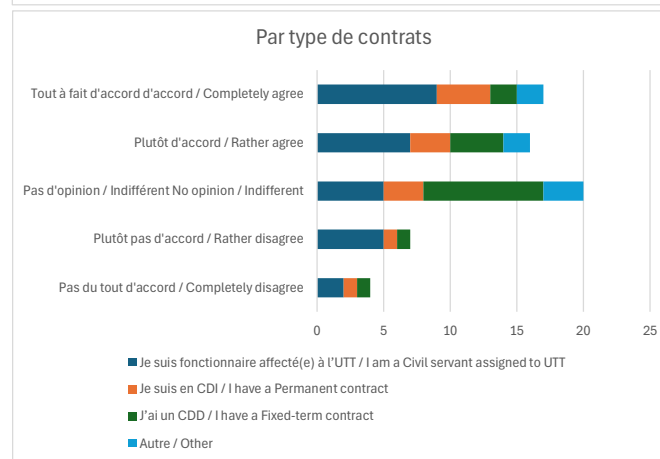
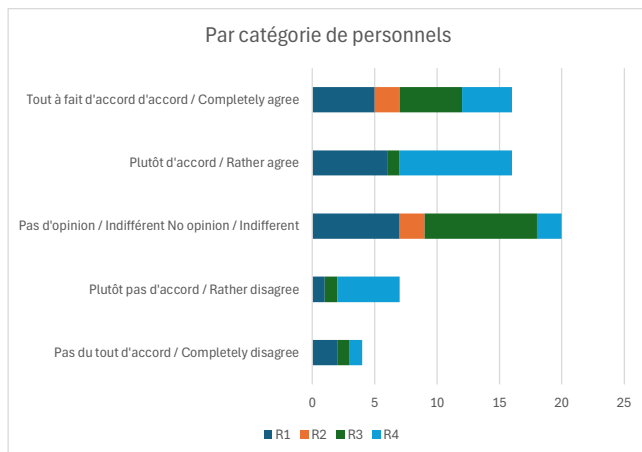
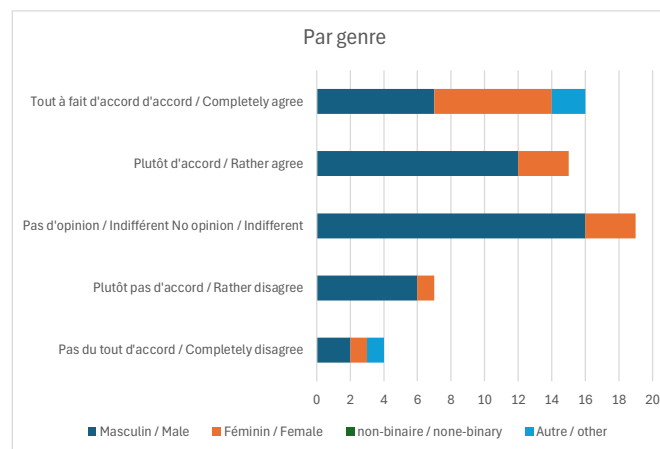
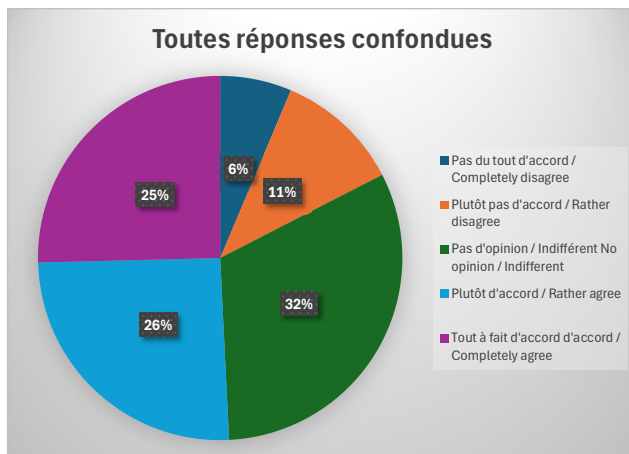
Sélection : Le jury de sélection du personnel de recherche comprend des scientifiques qui possèdent l'expertise nécessaire à l'évaluation des candidats. Les recrutements sont organisés de manière collégiale.  
 Selection : The Research Personnel Selection Board includes scientists who have the expertise to assess candidates. Recruitments are organised in a collegial manner

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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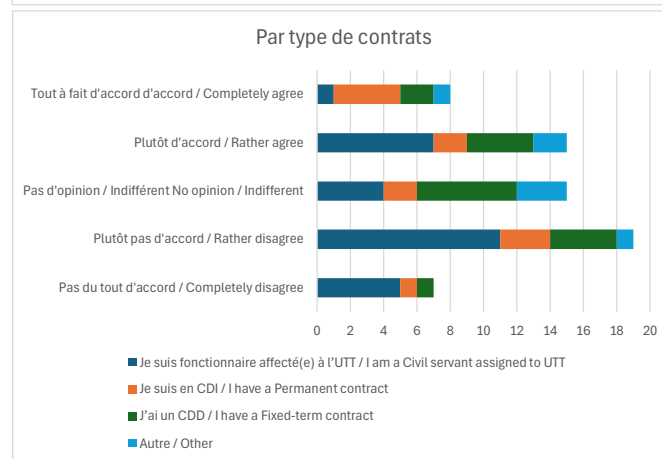
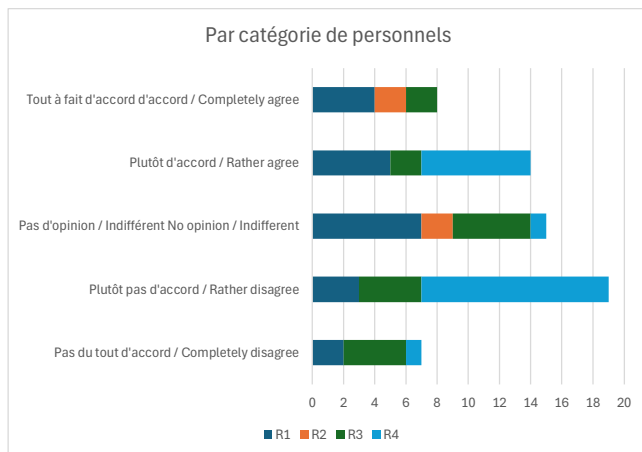
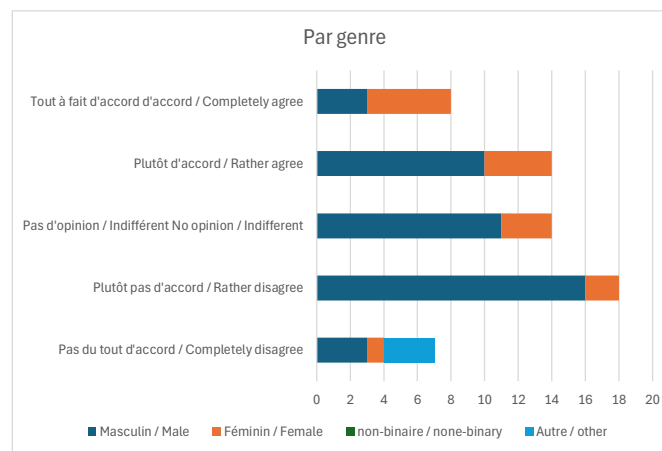
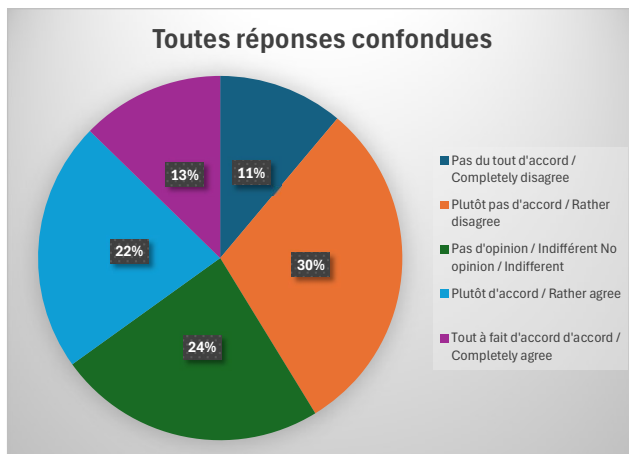
Sélection : Le jury de sélection est suffisamment informé par l'établissement sur la question des stéréotypes et de la non-discrimination au sein des processus de recrutement (genre, origine, religion, handicap) ?  
 Selection : Is the selection board sufficiently informed by the institution on the issue of stereotypes and non-discrimination in recruitment processes (gender, origin, religion, disability)?

**Nombre total de réponses :** 63 **Potentielle conclusion :** +/- almost but not fully implemented



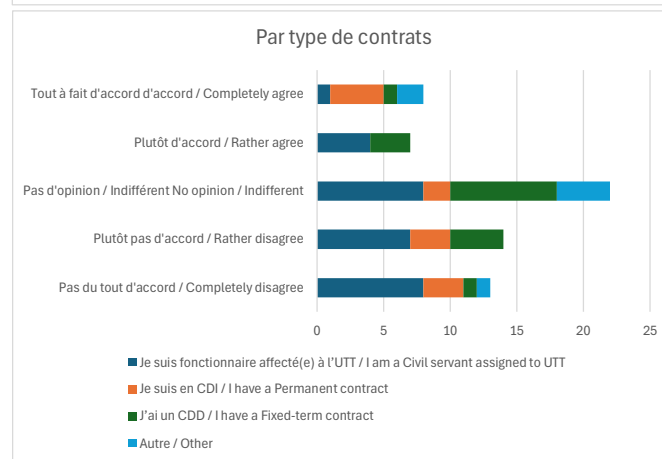
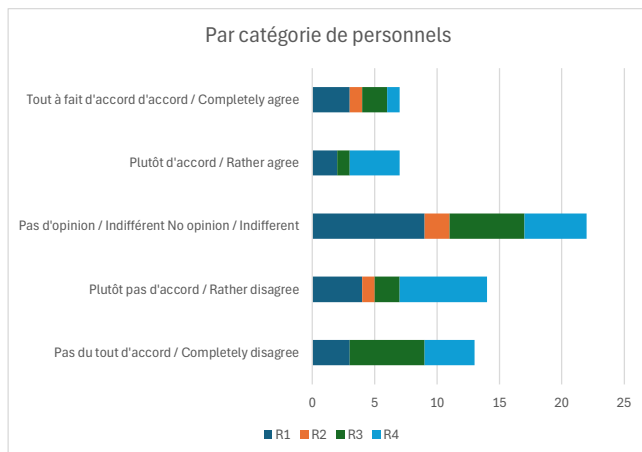
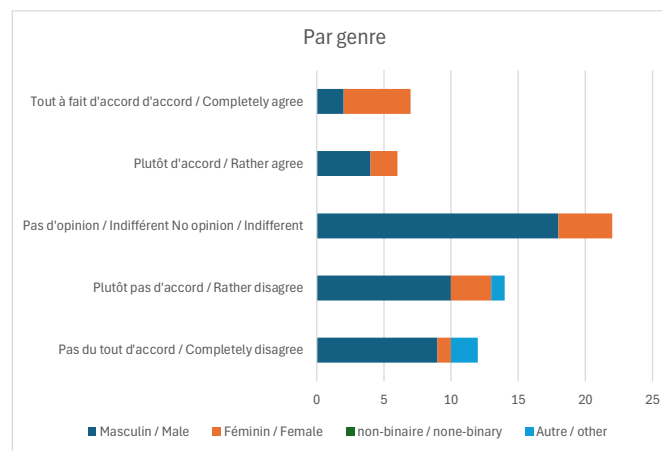
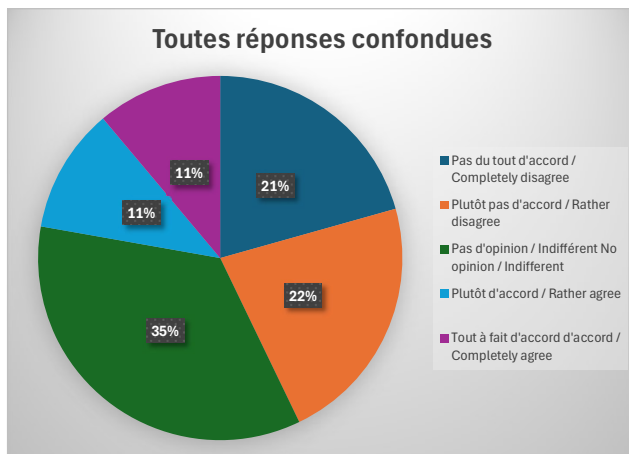
Transparence : L'environnement, les conditions de travail et les perspectives d'évolution du poste sont communiqués dans l'annonce de l'offre d'emploi et précisés pendant l'audition des candidats.  
 Transparency : The environment, working conditions and prospects for the development of the position are communicated in the announcement of the job offer and specified during the hearing of candidates

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-- insufficiently implemented</b>
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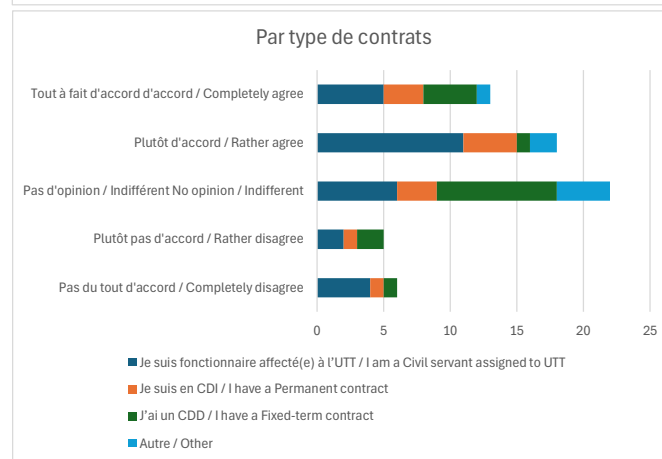
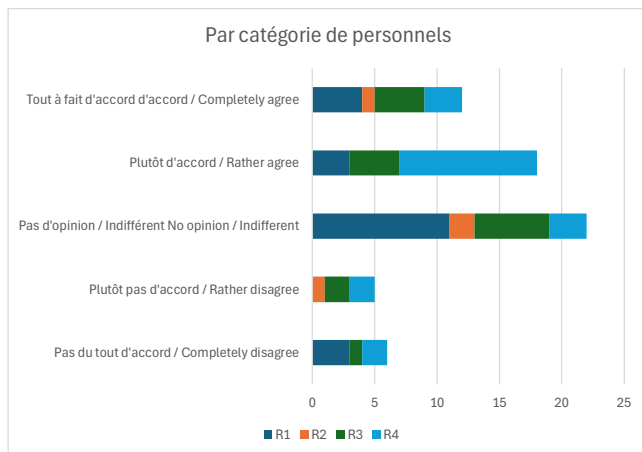
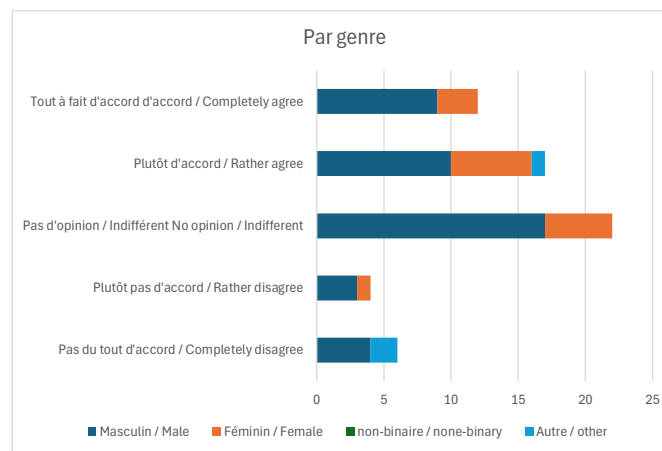
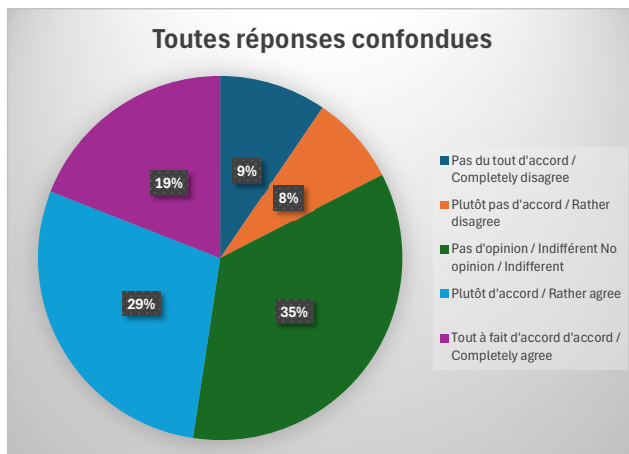
Transparence : A l'issue du processus de sélection, Les candidats reçoivent une information sur les forces et faiblesses de leur candidature (raisons de sélection ou de rejet d'une candidature).  
 Transparency : At the end of the selection process, candidates receive information on the strengths and weaknesses of their application (reasons for selection or rejection of an application)

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-- insufficiently implemented</b>
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Jugement du mérite : La totalité de l'expérience acquise par les candidats est prise en compte dans le processus de sélection des candidats.  
 Determination of Merit : All the experience gained by the candidates is taken into account in the selection process of the candidates.

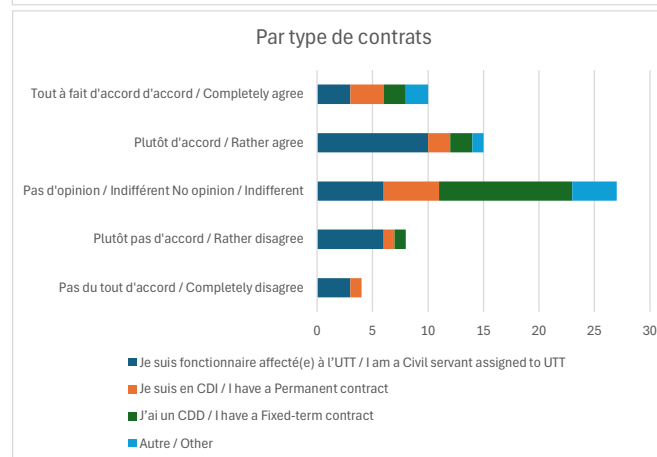
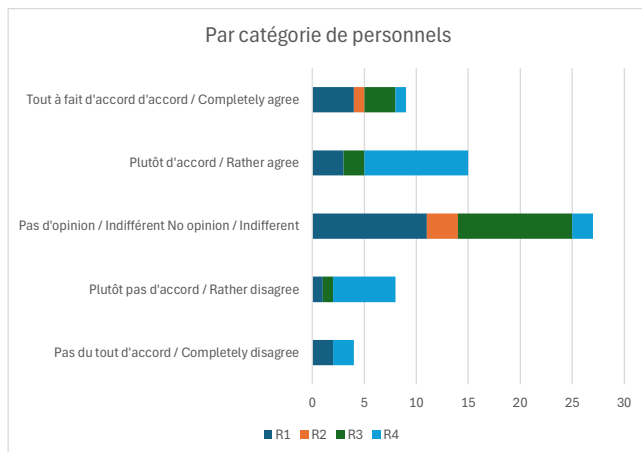
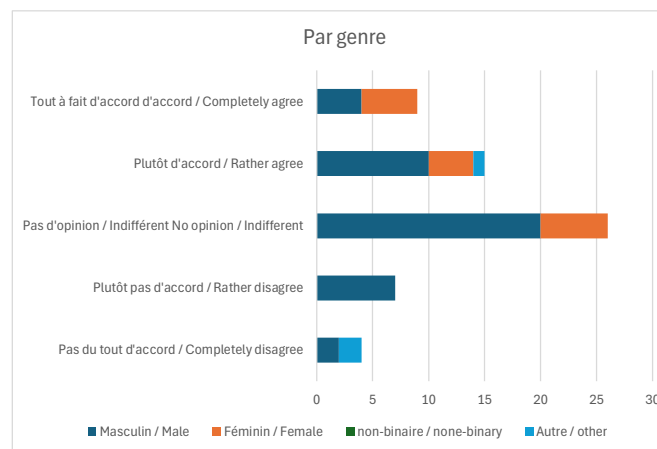
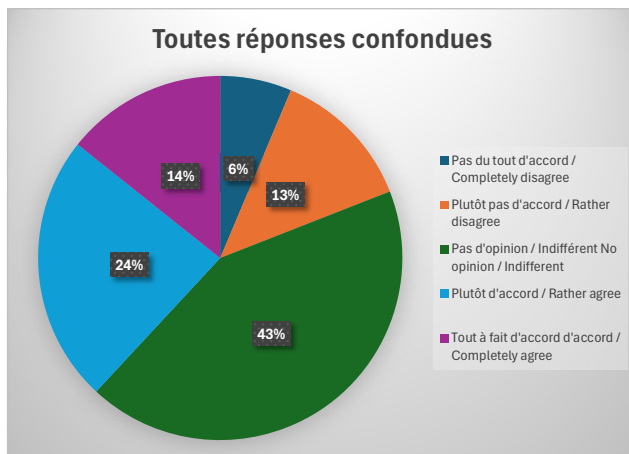
<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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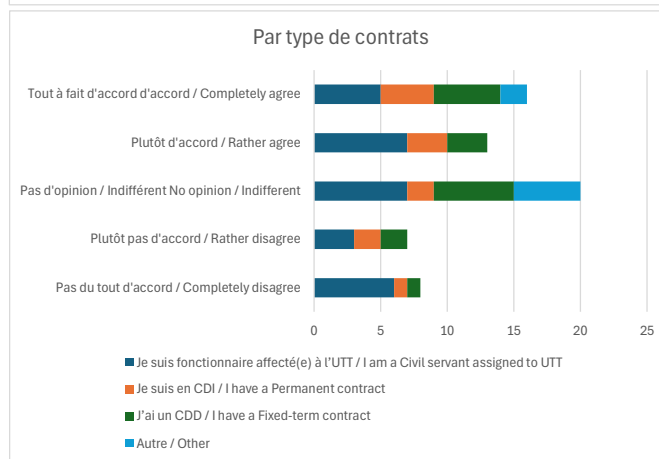
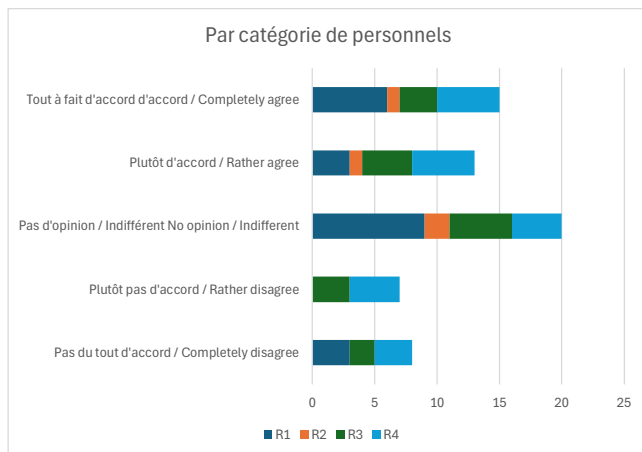
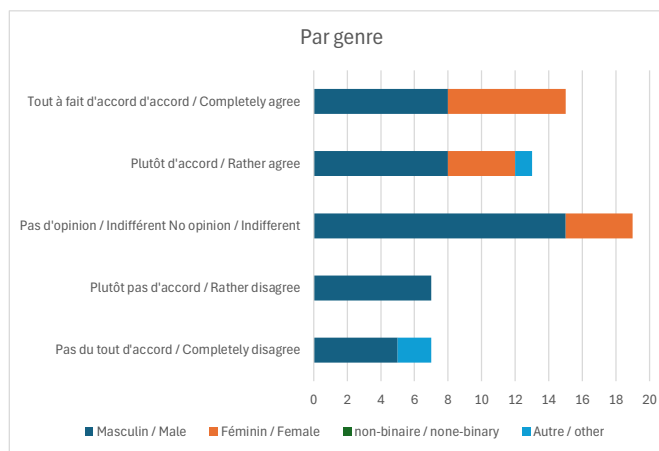
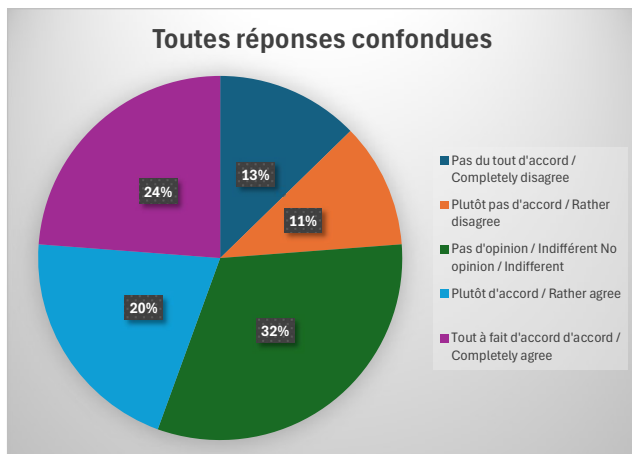
Variations dans la chronologie des curriculum vitae : Une même importance est accordée aux diplômes et aux acquis professionnels issus de l'expérience professionnelle par tout autre moyen (mobilité géographique ou sectorielle, changement de carrière, etc);  
 Variations in Curriculum Vitae Chronology : Equal importance is given to diplomas and professional experience acquired through any other means (geographical or sectoral mobility, career change, etc.).

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>+/- almost but not fully implemented</b>
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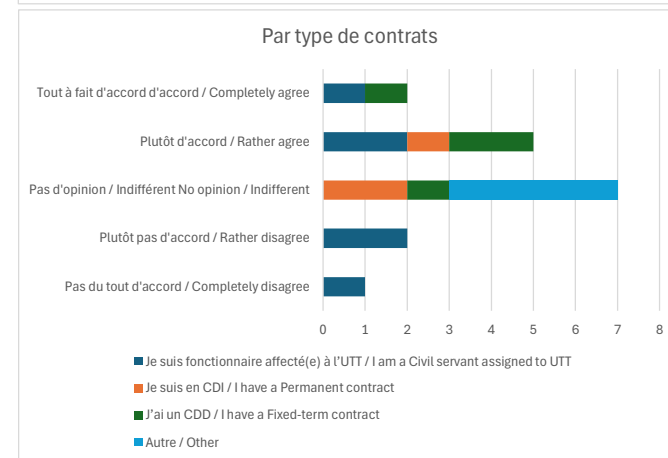
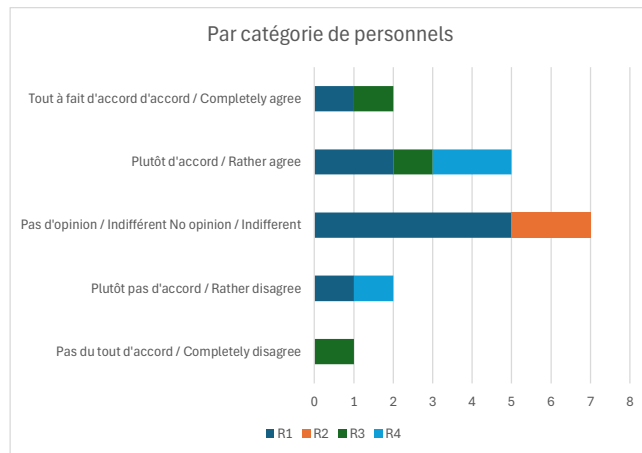
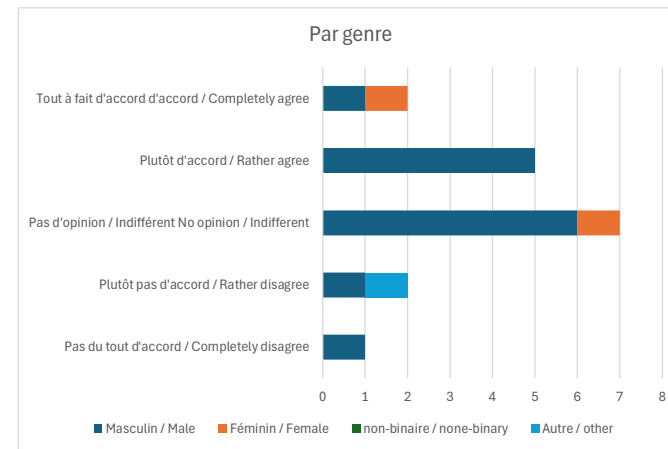
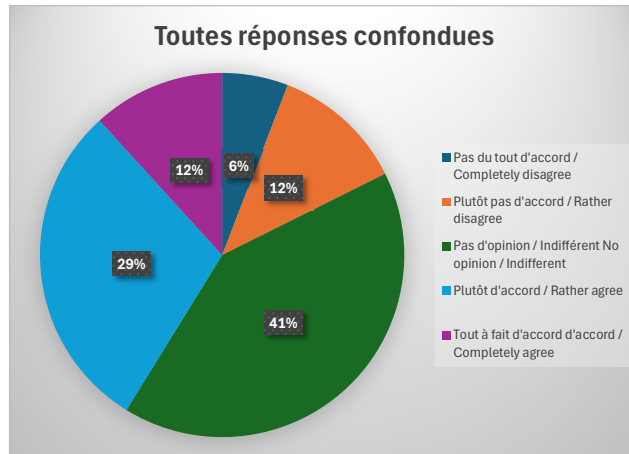
Reconnaissance de l'expérience de mobilité : Toute expérience de mobilité (géographique ou sectorielle, changement de carrière, etc),est considérée comme une précieuse contribution au développement professionnel du chercheur.  
 Recognition of the mobility experience : Any mobility experience (geographical or sectoral mobility, career change, etc.) is considered a valuable contribution to the professional development of the researcher.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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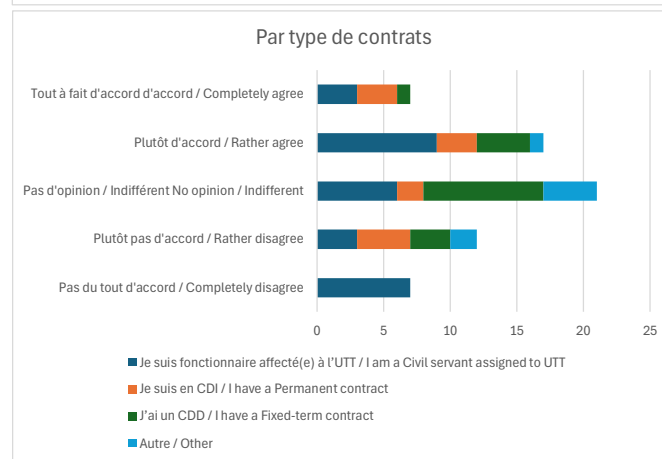
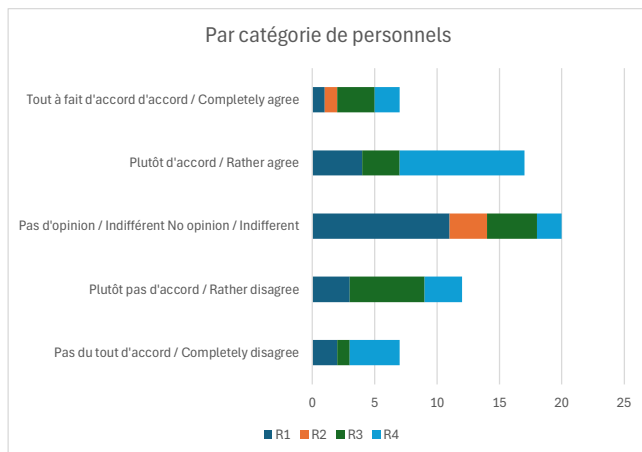
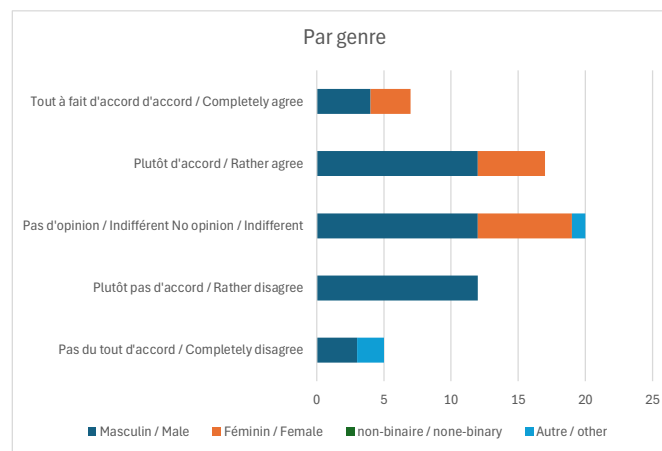
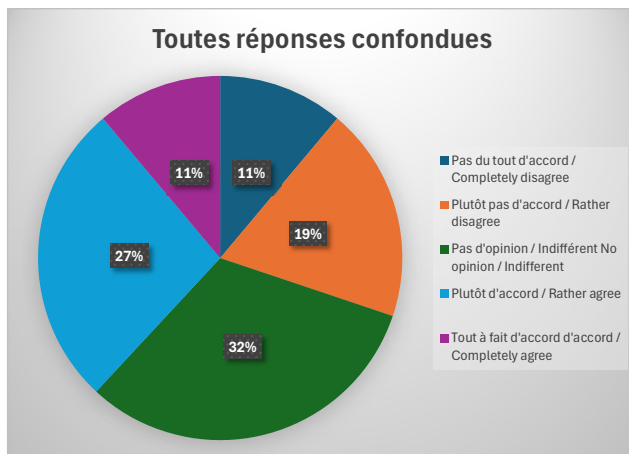
Reconnaissance des qualifications : Les qualifications (diplômes, expériences) sont correctement reconnues et valorisées lors des recrutements et l'avancement de carrière.  
 Recognition of qualifications : Qualifications (diplomas, experience) are properly recognised and valued during recruitment and career advancement.

<b>Nombre total de réponses :</b>	<b>17</b>	<b>Potentielle conclusion :</b>	
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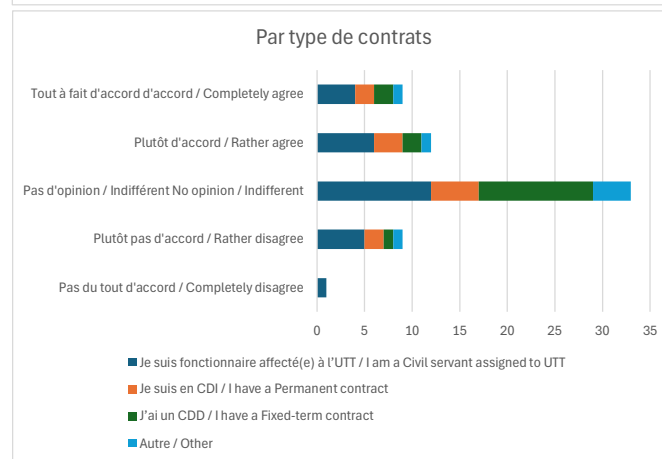
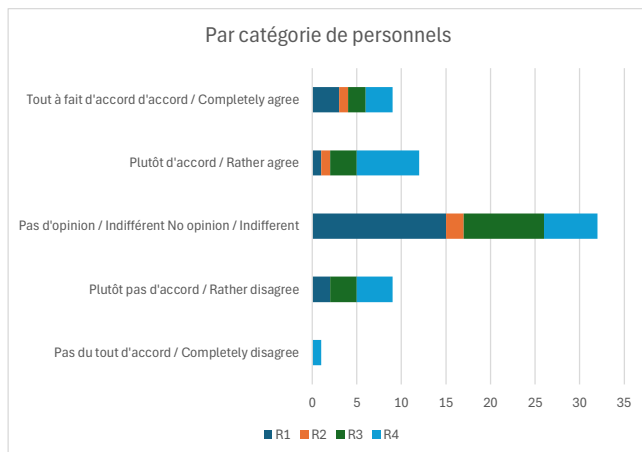
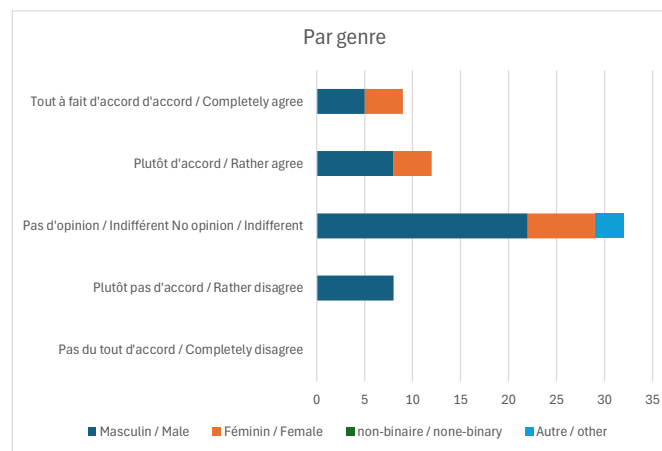
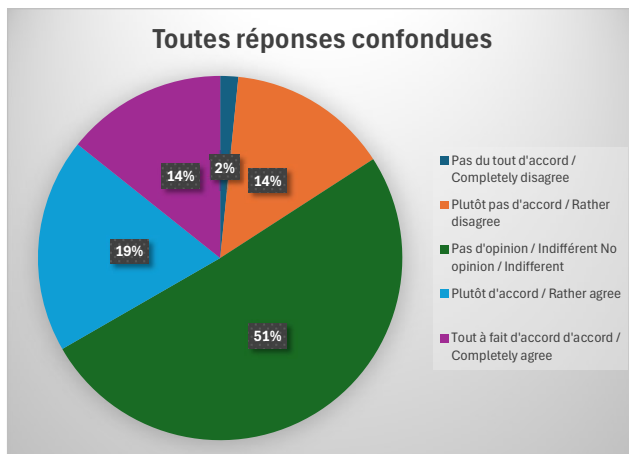
Ancienneté : L'ancienneté est bien prise en compte dans l'évolution de votre carrière au sein de l'établissement.  
 Seniority : Seniority is well taken into account in the development of your career at the institution.

**Nombre total de réponses :** 63 **Potentielle conclusion :** +/- almost but not fully implemented



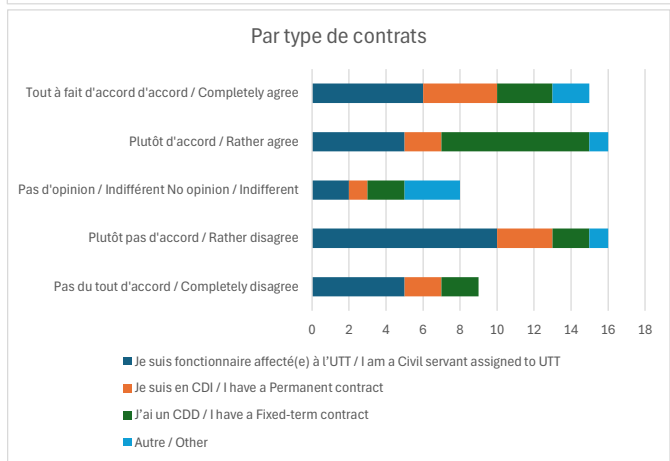
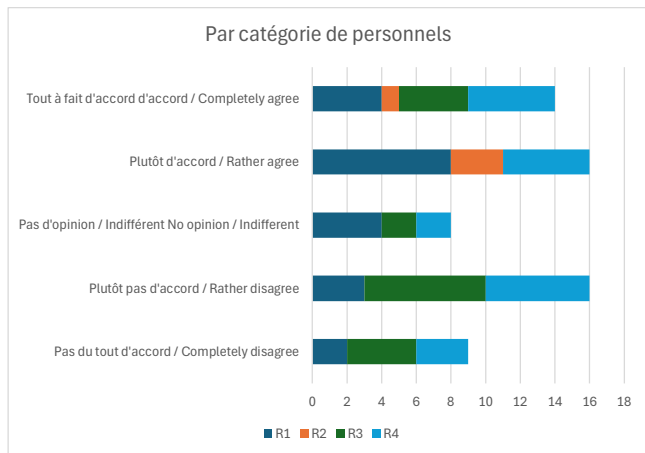
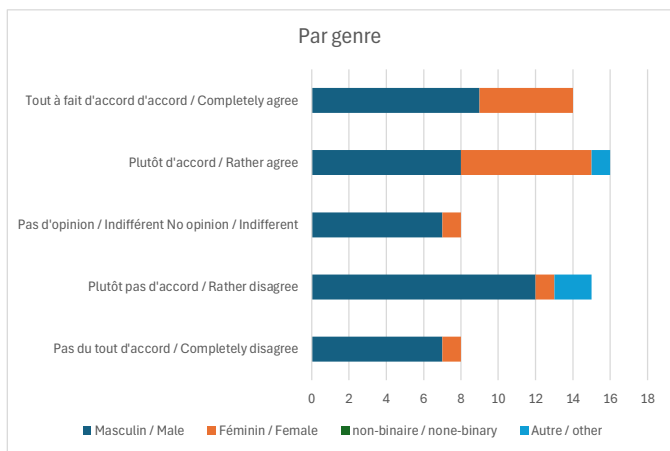
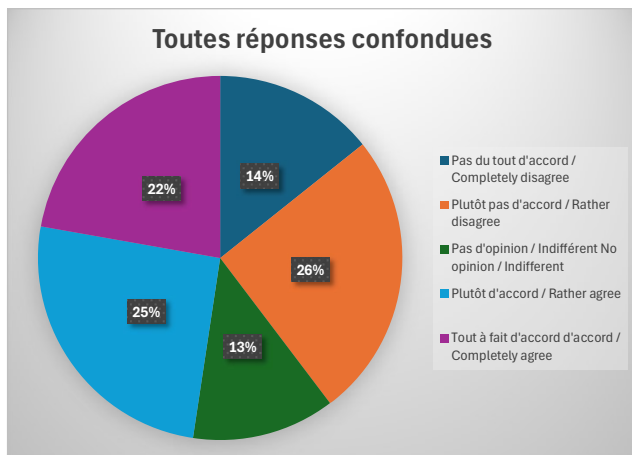
Nominations post doctorat : Les nominations post-doctorat sont faites de manière juste et fondée sur le mérite.  
 Post-doctoral appointments : Post-doctoral appointments are made in a fair and merit-based manner.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-- insufficiently implemented</b>
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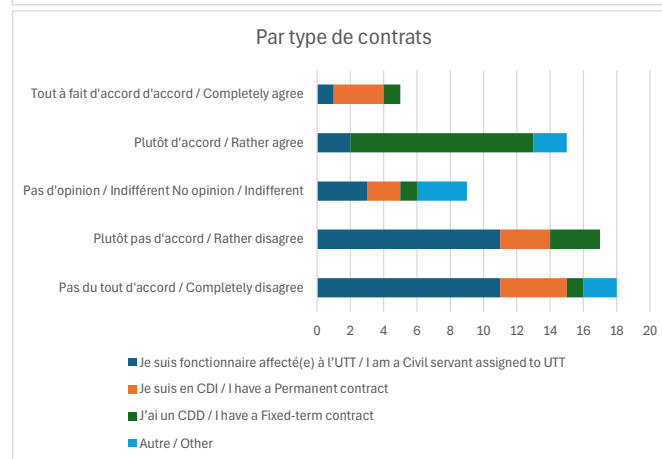
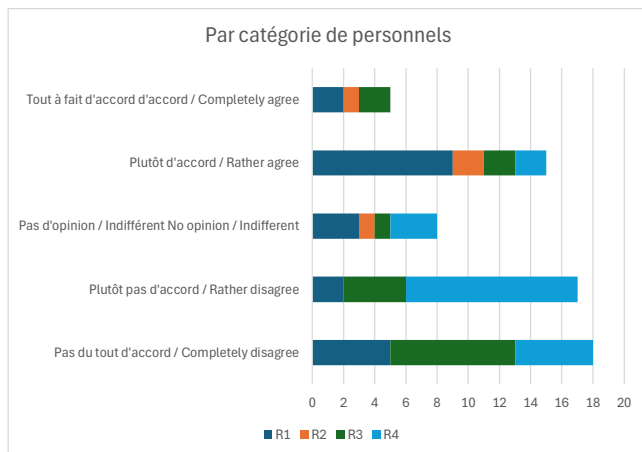
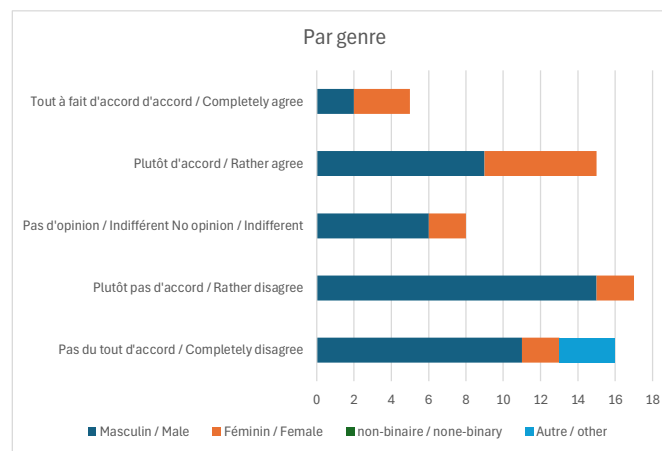
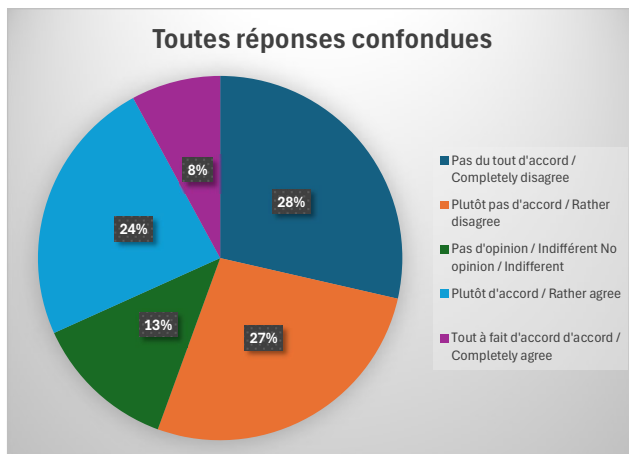
Reconnaissance de la profession : Vous vous sentez reconnu(e) comme un(e) professionnel(le) dans votre domaine de recherche par l'établissement ?  
 Recognition of the profession : Do you feel recognised as a professional in your field of research by the institution?

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-- insufficiently implemented</b>
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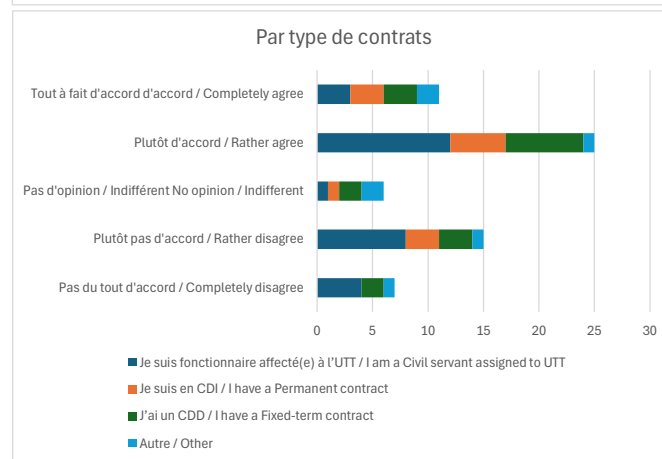
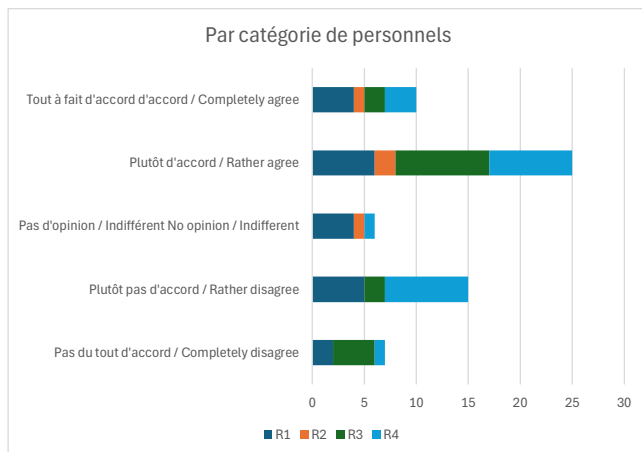
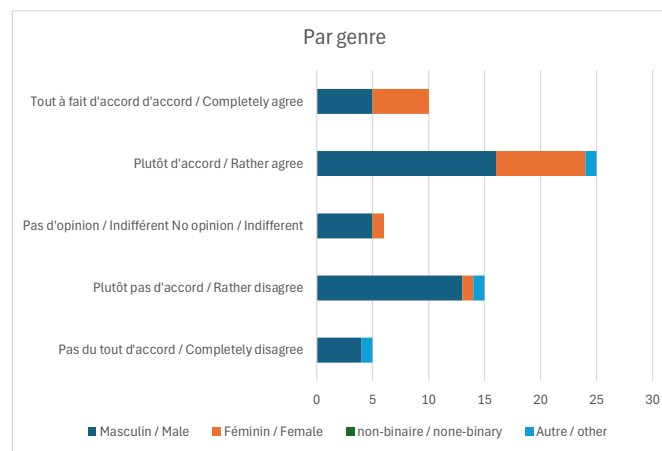
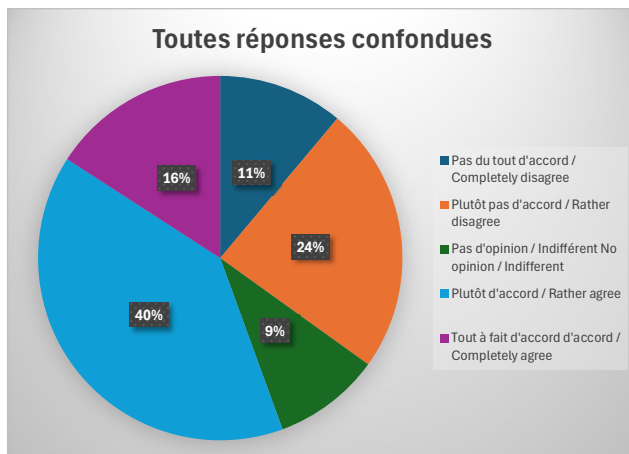
Environnement de la recherche : La direction de l'UTT se préoccupe de la santé et de la satisfaction de ses chercheurs.  
 Research environment : UTT management is concerned about the health and satisfaction of its researchers.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-- insufficiently implemented</b>
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Environnement de la recherche : Vos conditions de travail répondent aux exigences modernes en matière de santé et de sécurité au travail.  
 Research environment : Your working conditions meet modern occupational health and safety requirements.

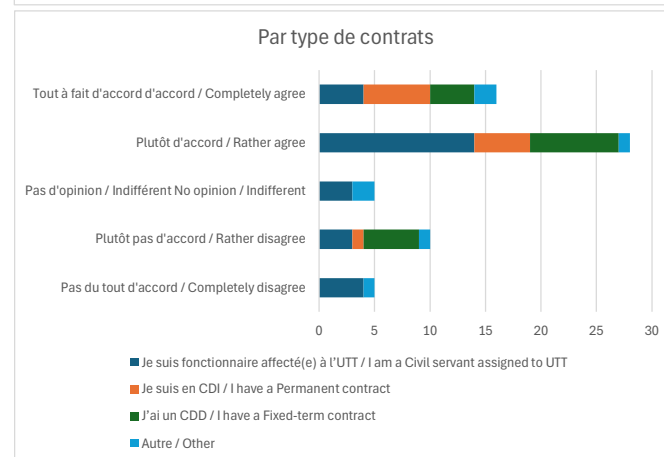
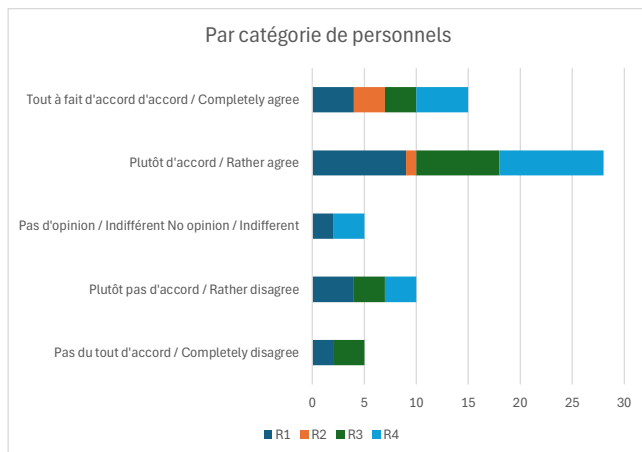
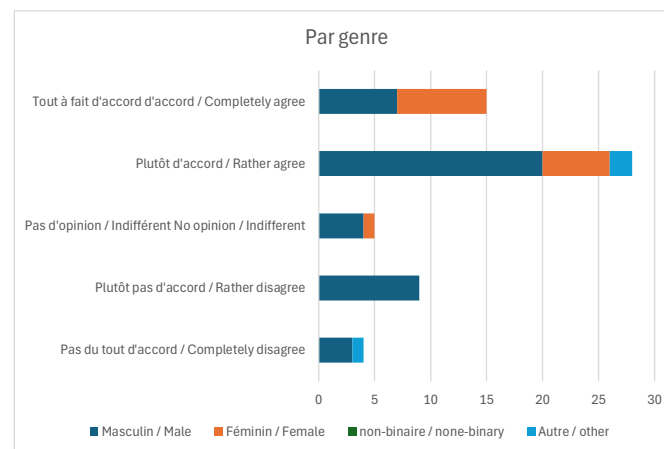
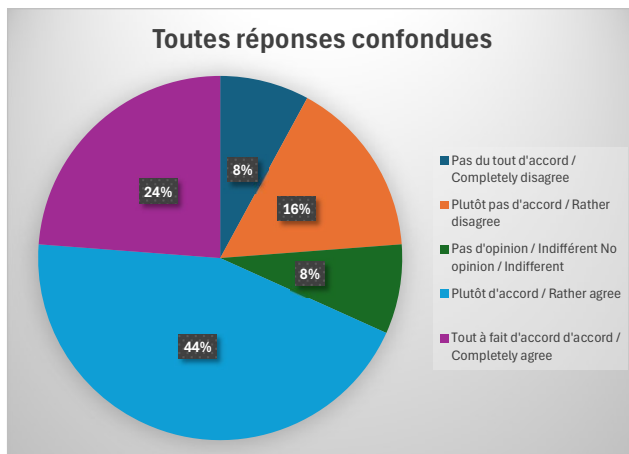
<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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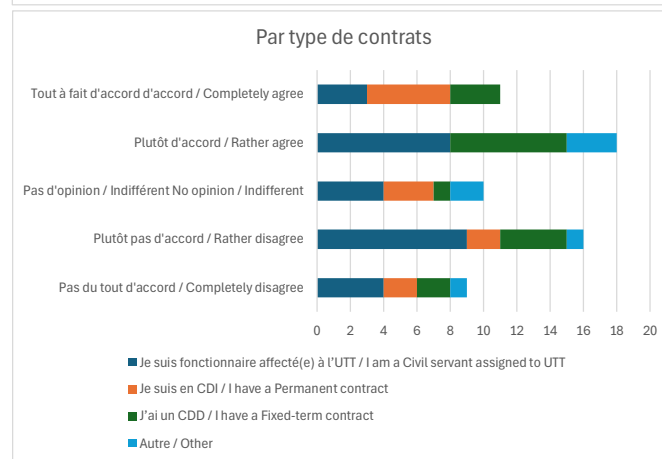
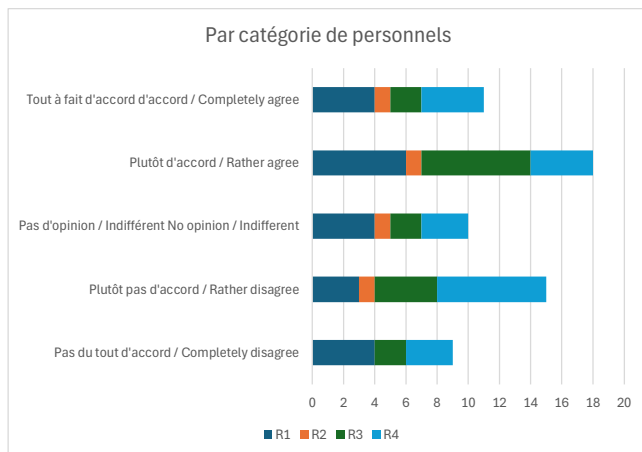
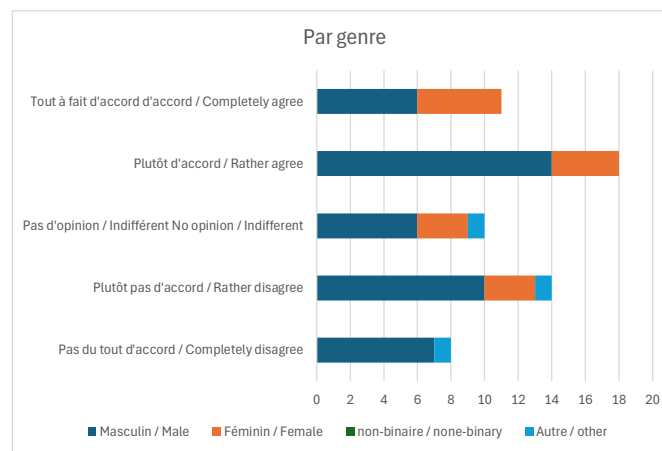
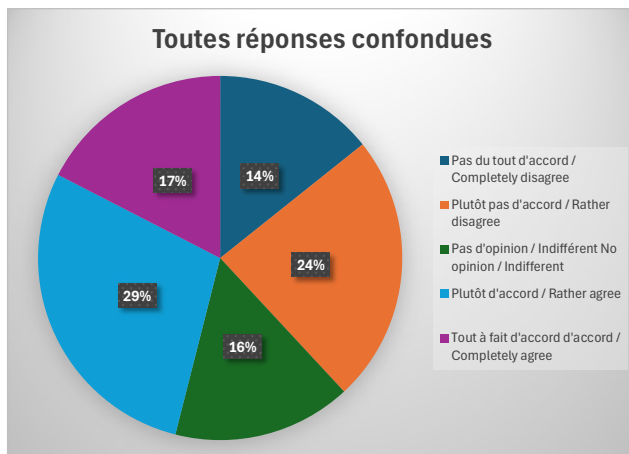
Environnement de la recherche : L'UTT vous fournit les conditions matérielles adéquates pour mener vos activités de recherche (équipement mobilier et informatique, infrastructures de recherche, équipements de recherche, etc). Votre environnement de travail est stimulant pour vos activités de recherche.  
 Research environment : UTT provides you with the appropriate material conditions to carry out your research activities (furniture and computer equipment, research infrastructures, research equipment, etc.). Your work environment is stimulating for your research activities.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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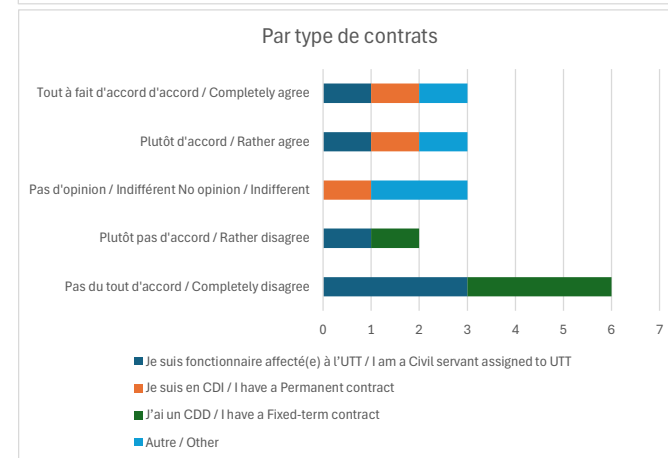
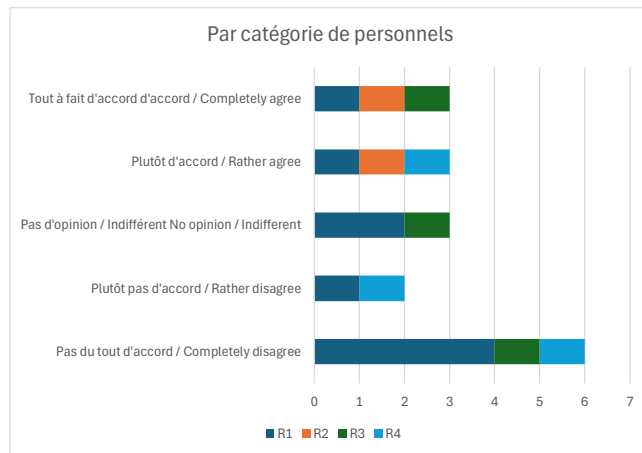
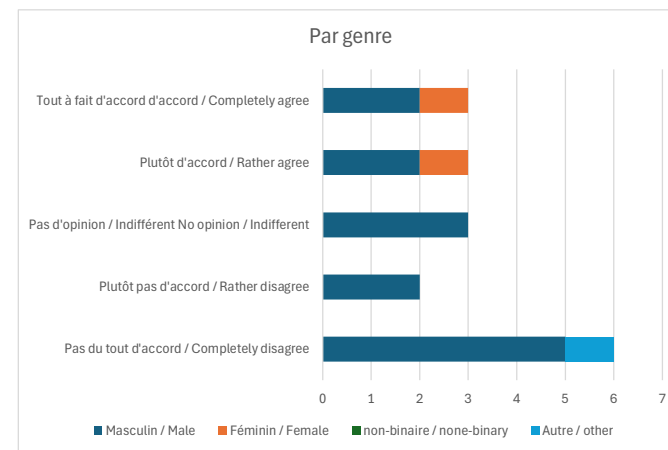
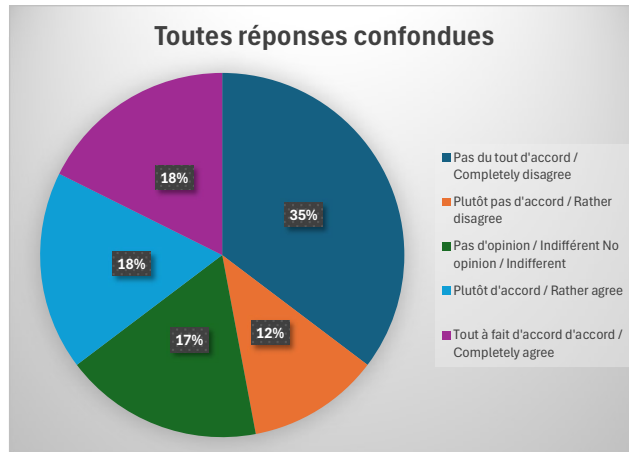
Conditions de travail : Vous vous sentez suffisamment informé(e) sur vos droits et vos conditions de travail (par exemple : congés annuels, congés maladie, congés parentaux, télétravail, travail à temps partiel, cumul d'activités, activités complémentaires pour les doctorants contractuels, etc.  
 Working conditions : You feel sufficiently informed about your rights and working conditions (e.g.: annual leave, sick leave, parental leave, teleworking, part-time work, multiple activities, additional activities for contract doctoral students, etc.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>+/- almost but not fully implemented</b>
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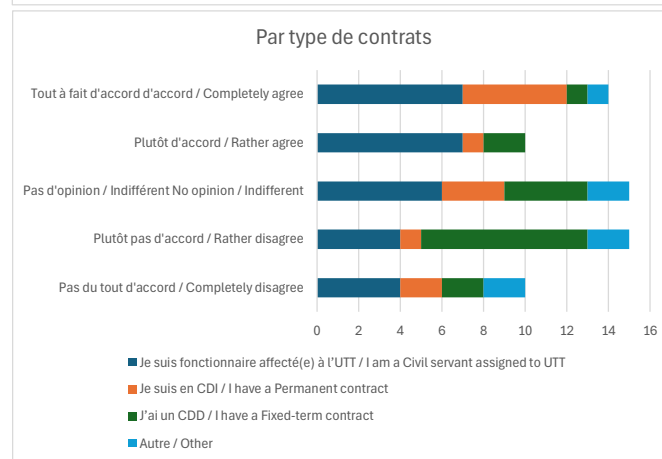
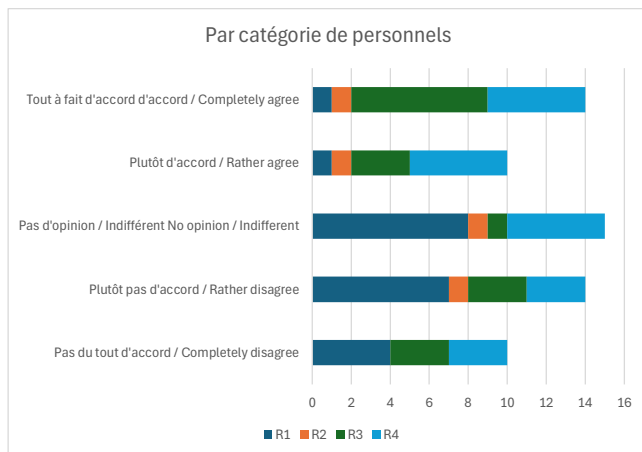
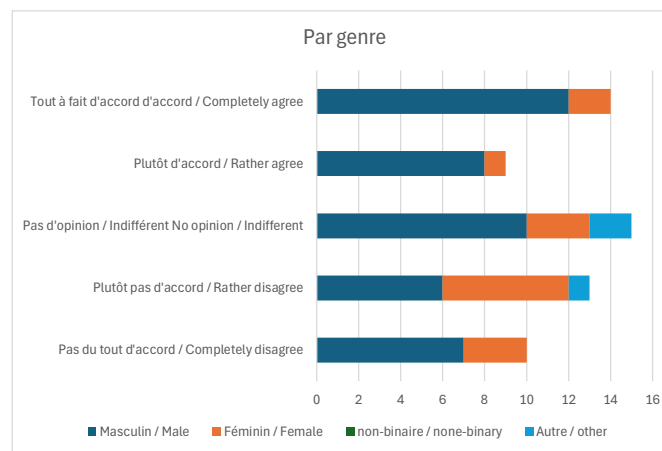
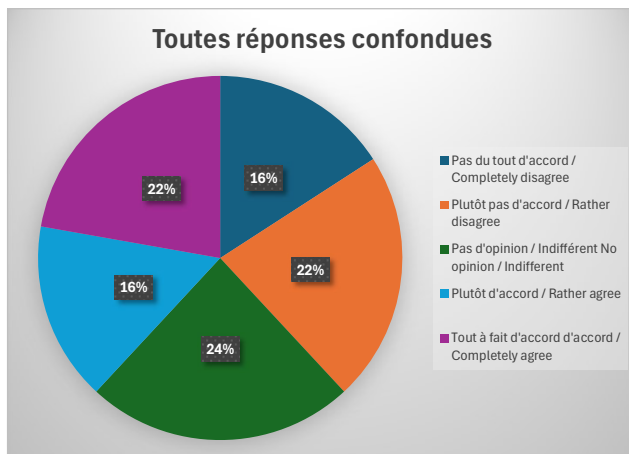
Conditions de travail : Avez-vous remarqué des inégalités dans le traitement des hommes et des femmes sur votre lieu de travail ?  
 Working conditions : Have you noticed any inequalities in the treatment of men and women in your workplace?

**Nombre total de réponses :** 17 **Potentielle conclusion :**



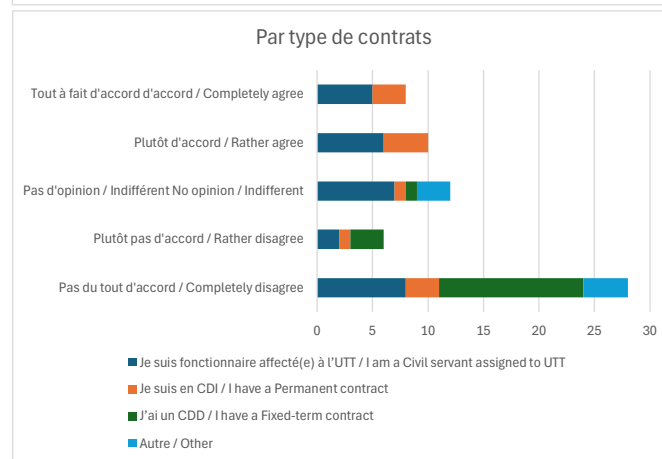
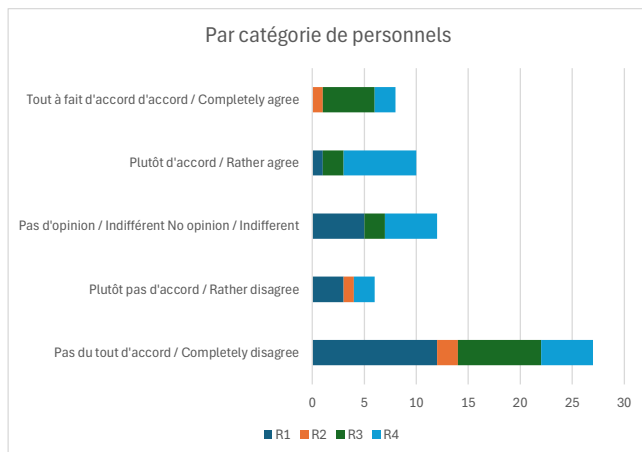
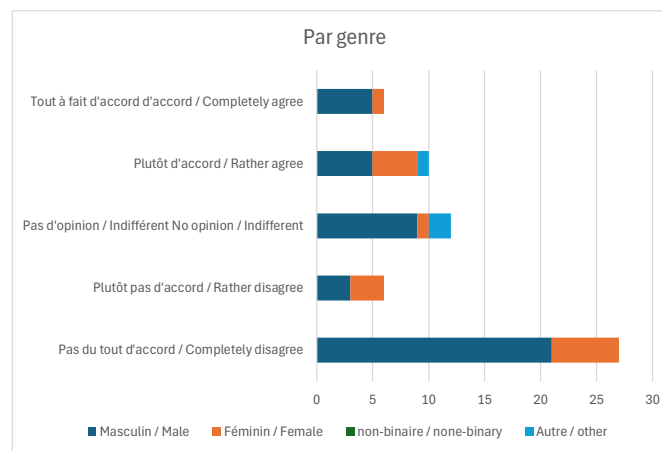
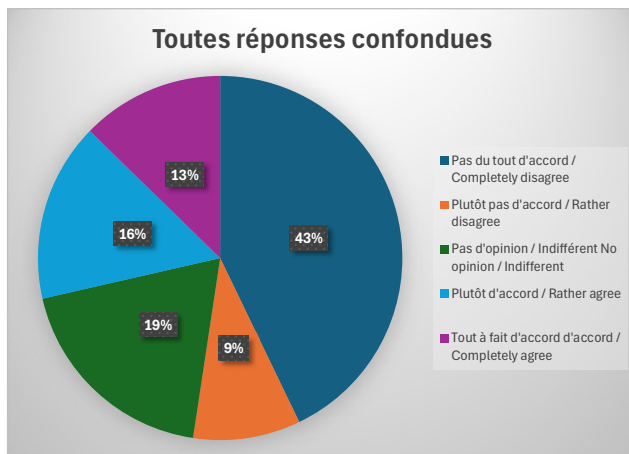
Conditions de travail : Connaissez-vous le référent handicap pour les personnels et le schéma directeur handicap de l'UTT?  
 Working conditions : Do you know the disability referent for staff and the UTT disability master plan?

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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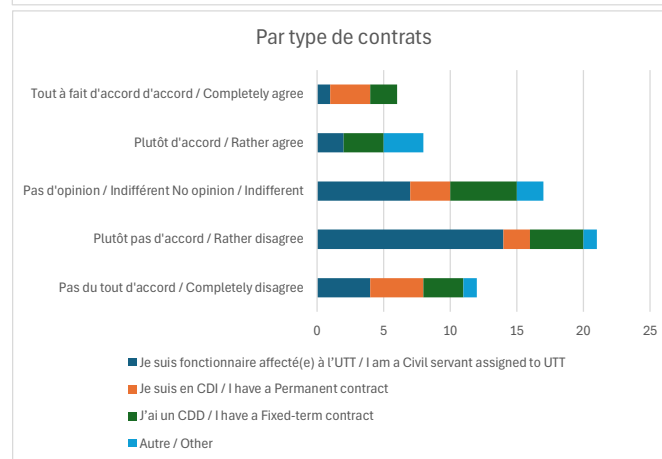
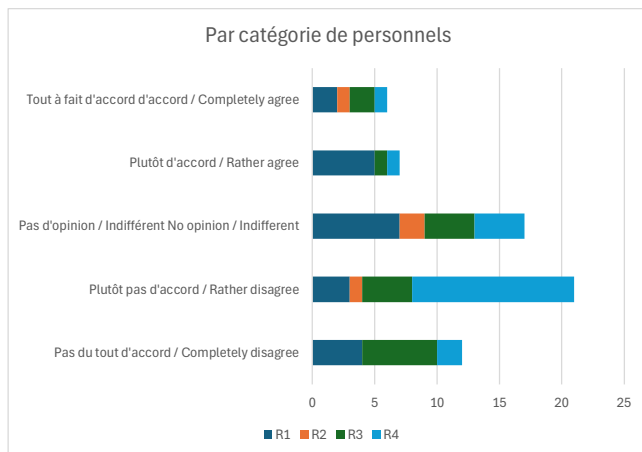
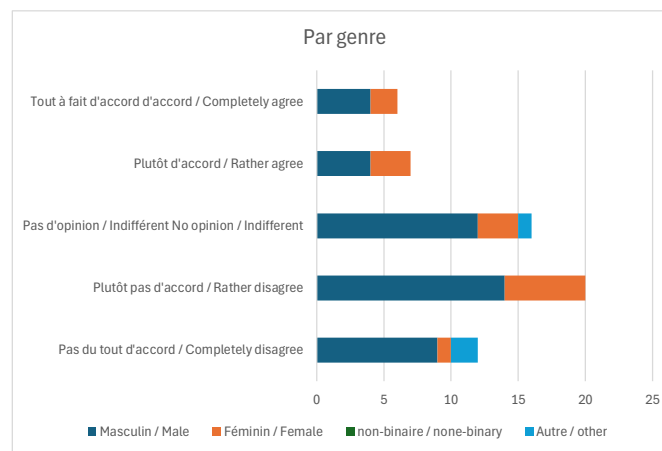
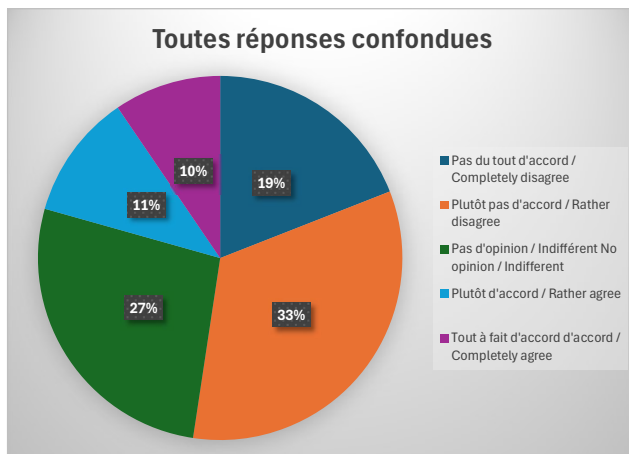
Conditions de travail : Avez-vous déjà été victime de discrimination dans votre activité professionnelle ?  
 Working conditions : Have you ever been discriminated against in your professional activity?

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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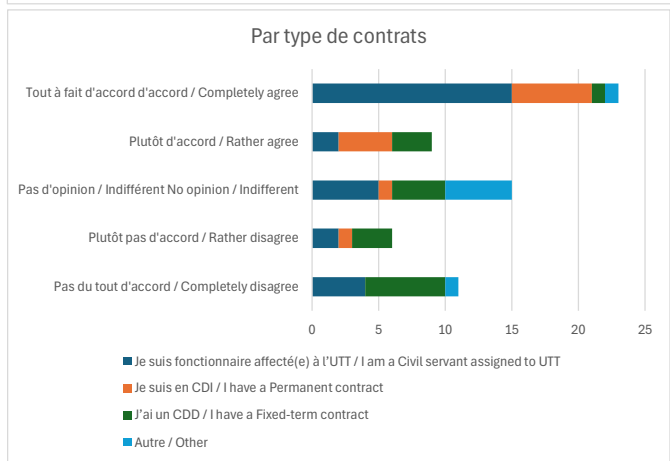
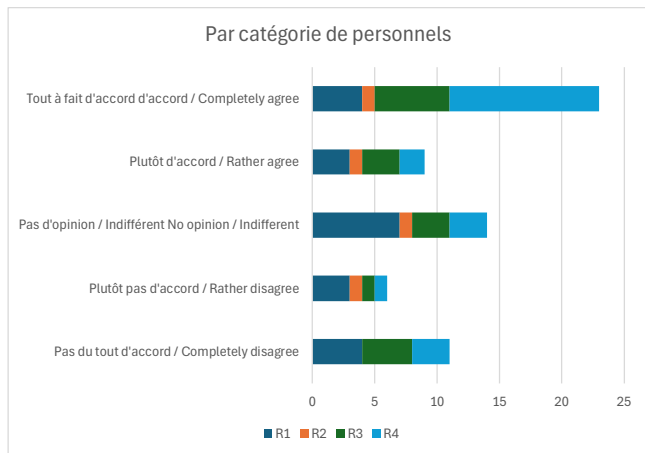
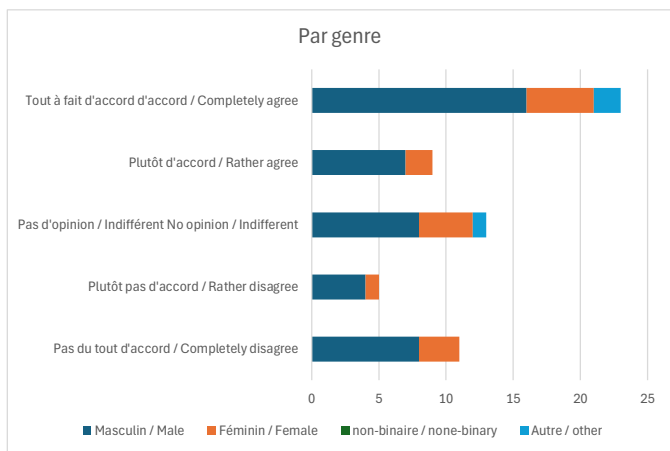
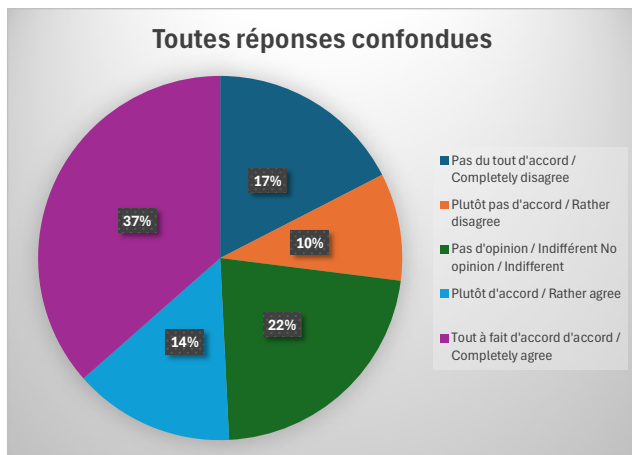
Stabilité et continuité d'emploi : Les jeunes chercheurs disposent d'un suivi personnalisé de carrière.  
 Stability and continuity of employment : Young researchers have a personalised career follow-up.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-- insufficiently implemented</b>
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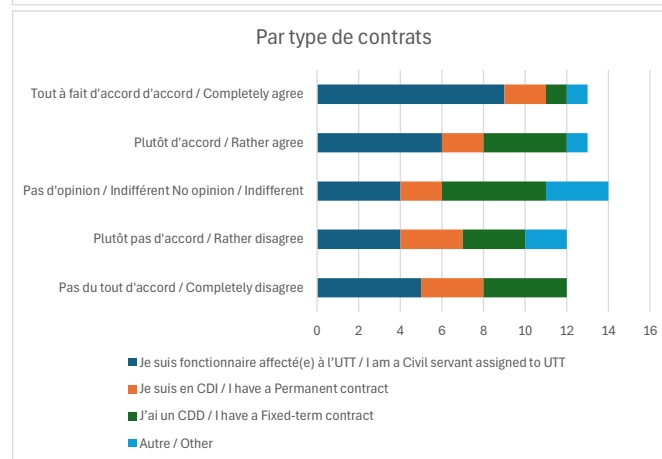
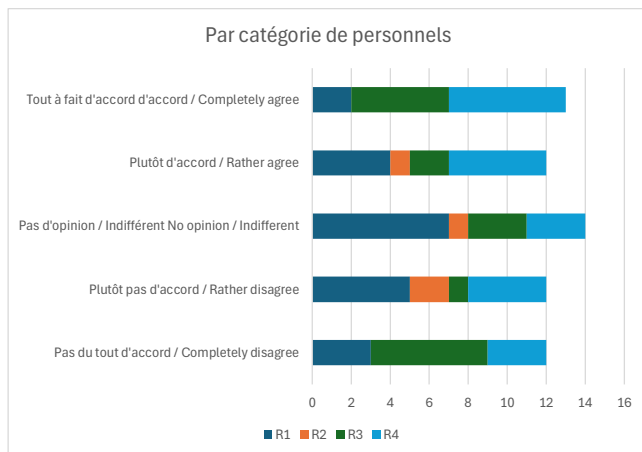
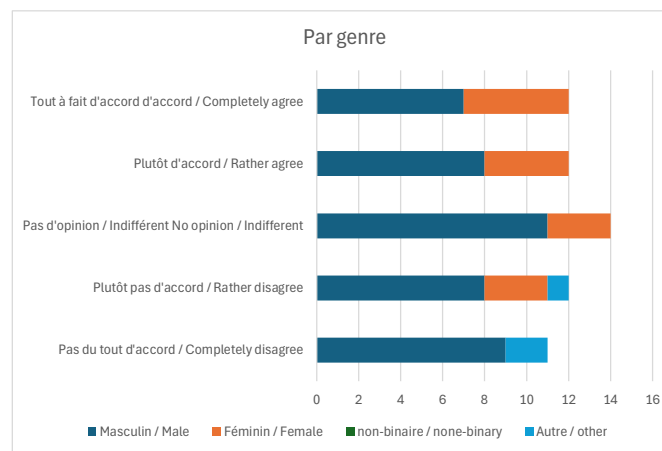
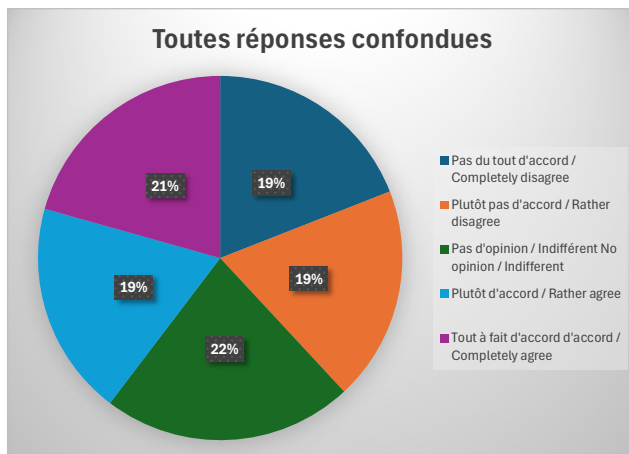
Stabilité et continuité d'emploi : Le cadre de votre emploi est-il stable et de longue durée, ou souffrez-vous d'instabilité contractuelle ?  
 Stability and continuity of employment : Is your employment environment stable and long-term, or do you suffer from contractual instability?

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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Financement et salaires : Les chercheurs de l'UTT disposent d'un traitement équitable et transparent et ils ont accès à une couverture sociale de qualité quel que soit leur statut.  
 Financing and salaries : UTT researchers are treated fairly and transparently and have access to quality social security coverage regardless of their status.

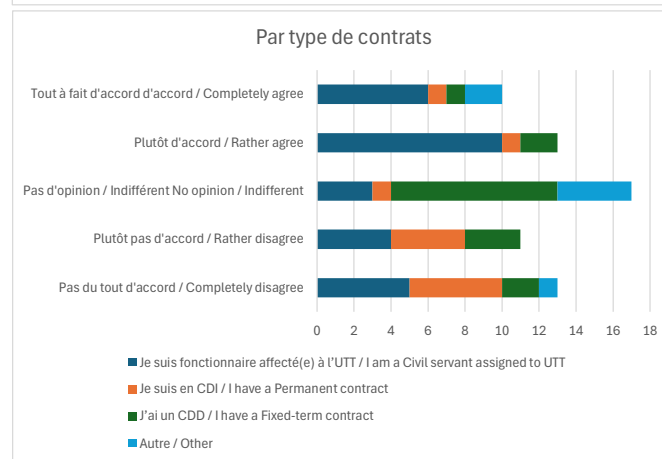
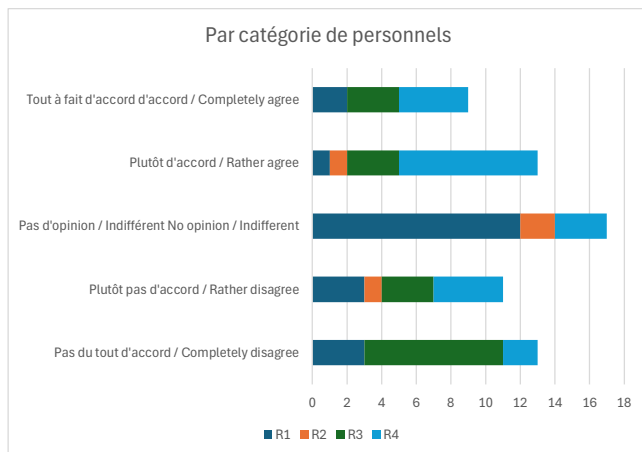
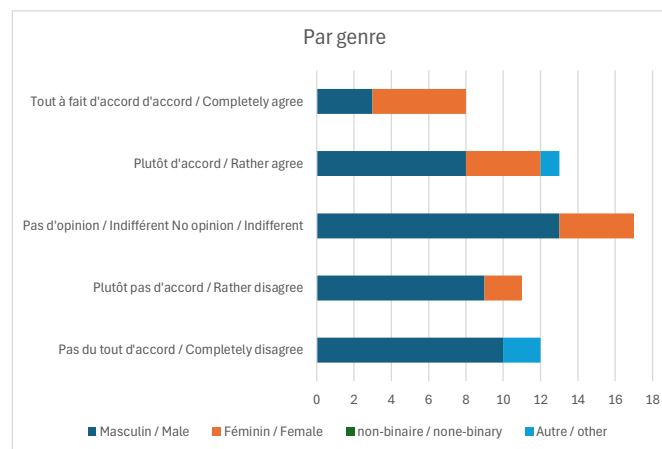
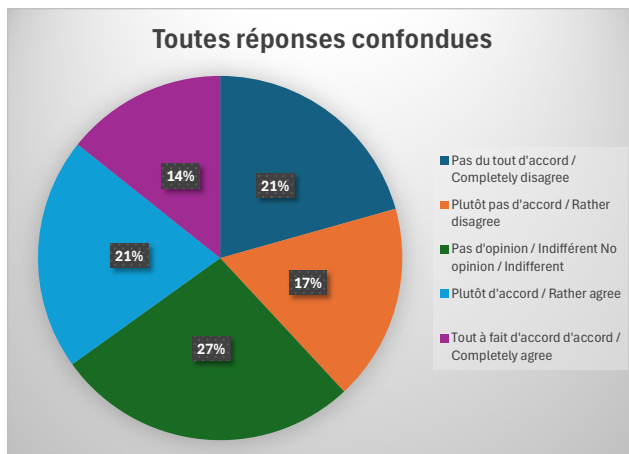
<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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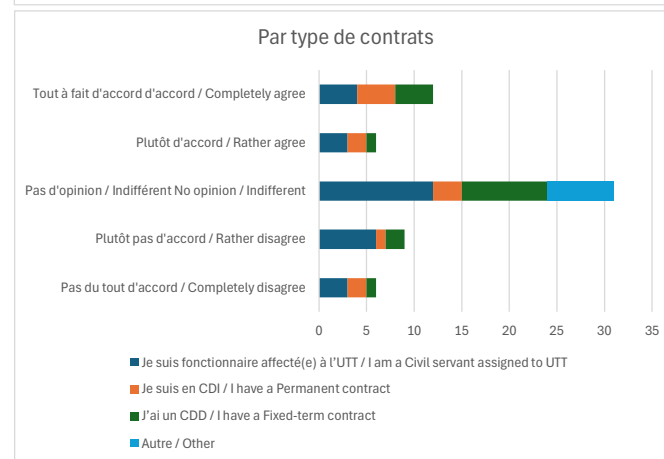
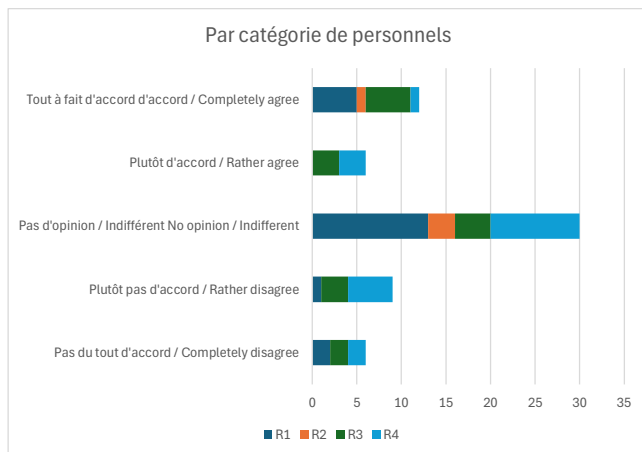
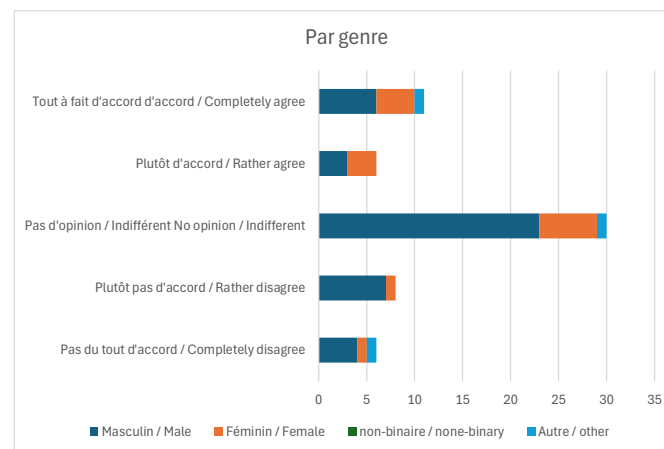
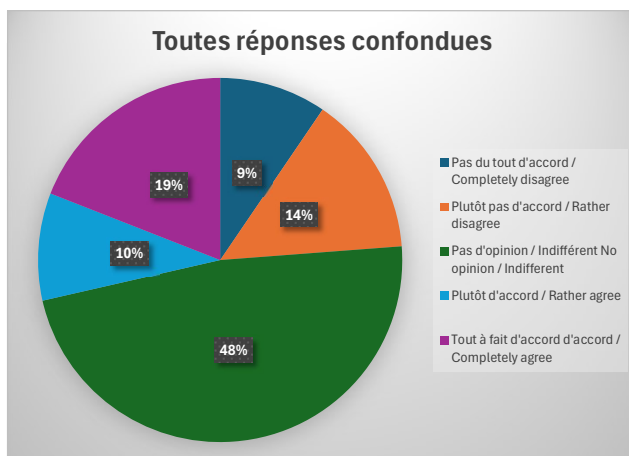
Financement et salaires : Votre rémunération est juste par rapport à votre ancienneté, votre engagement et vos qualifications.  
 Financing and salaries : Your remuneration is fair in relation to your seniority, commitment and qualifications.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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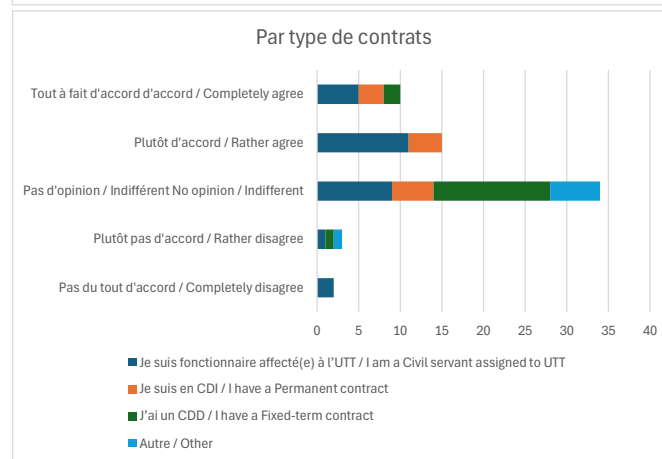
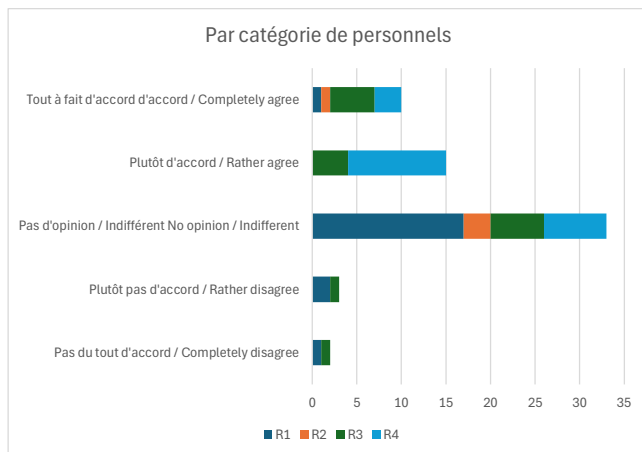
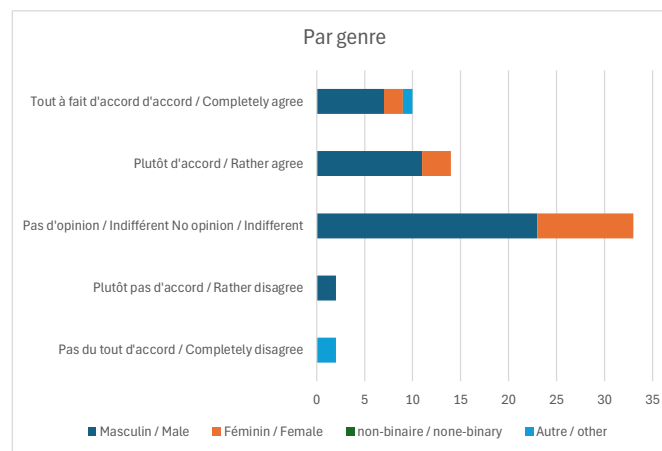
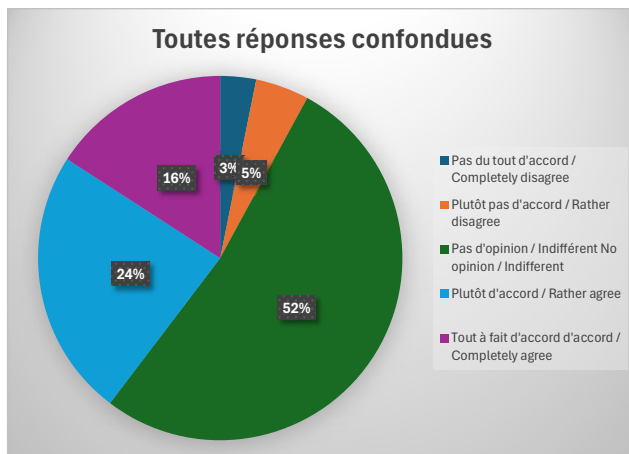
Équilibre entre les sexes : Le Plan égalité femme homme de l'UTT a un impact significatif sur les conditions de travail des chercheuses au quotidien.  
 Gender balance : UTT's Gender Equality Plan has a significant impact on the working conditions of women researchers on a daily basis

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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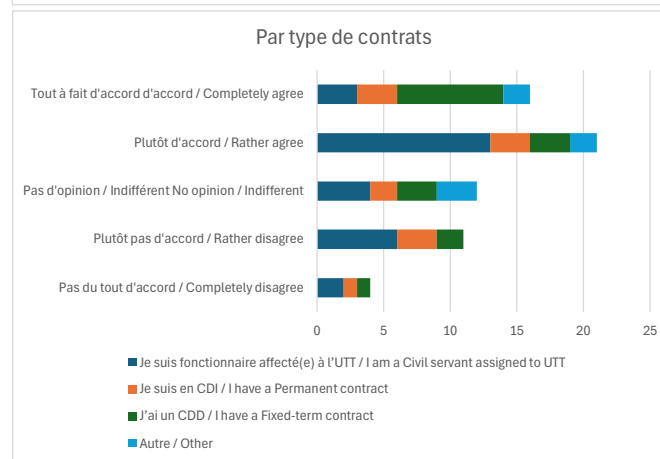
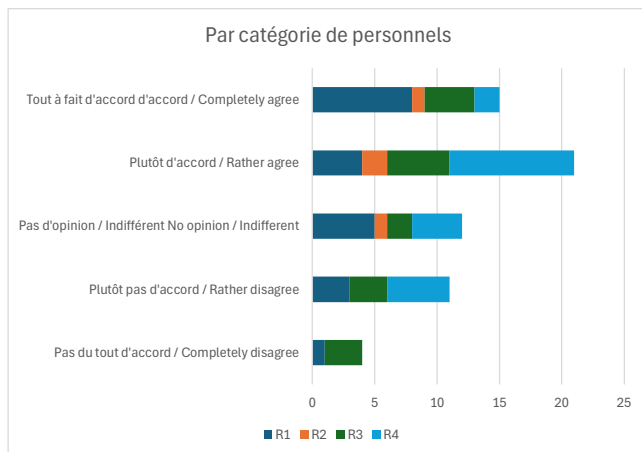
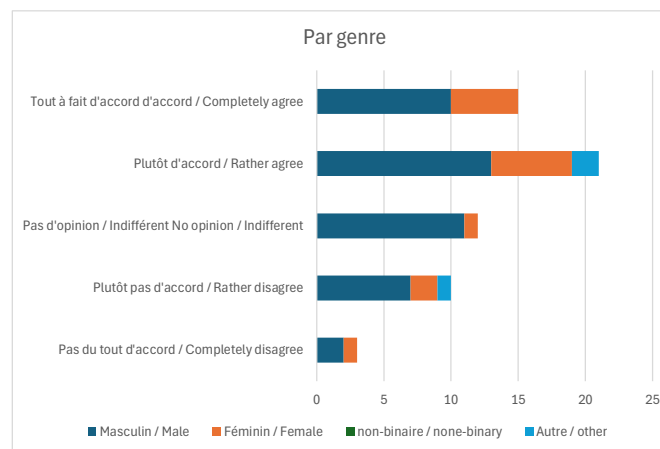
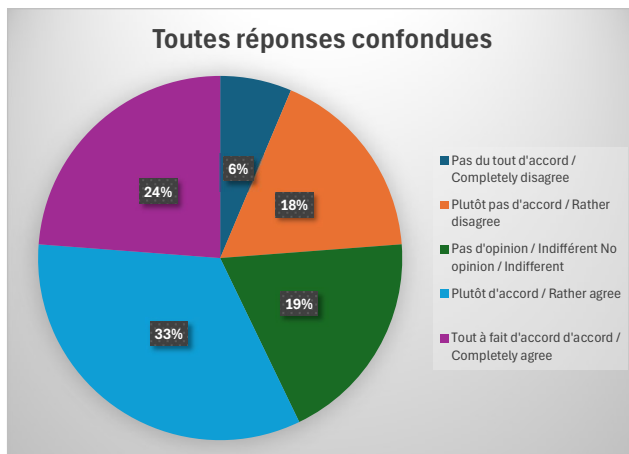
Développement de carrière : Les nouveaux Enseignants-Chercheurs disposent des nouvelles modalités de l'offre de bienvenue (système de welcome package de l'UTT).  
 Career development : The new Teacher-Researchers have the new terms of the welcome offer (UTT welcome package system).

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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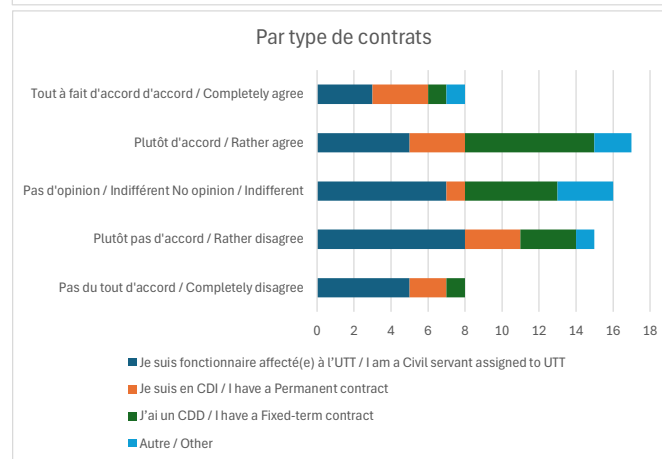
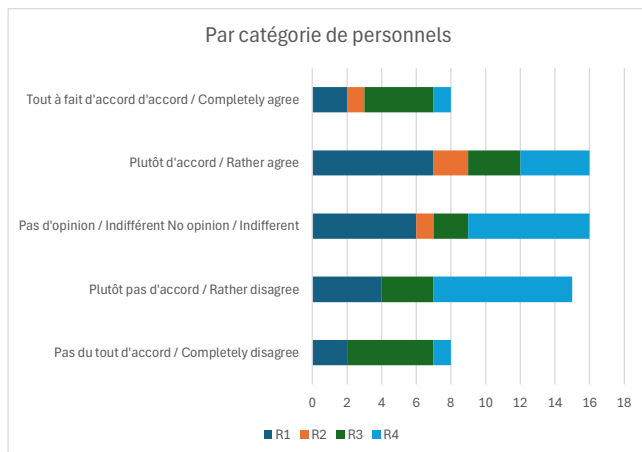
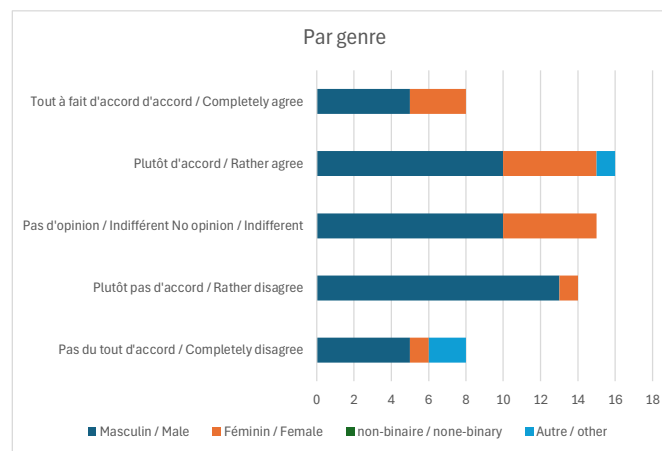
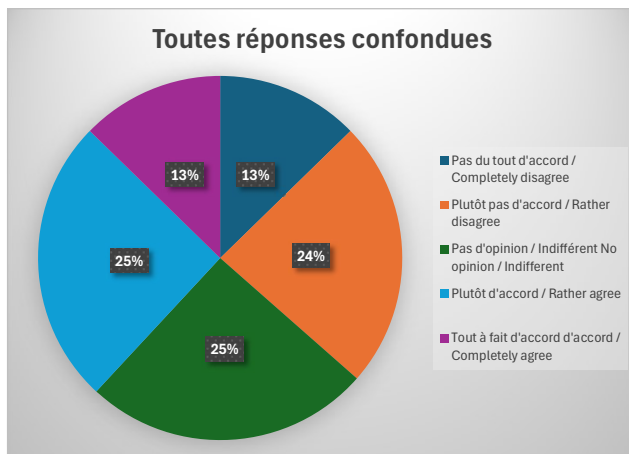
Développement de carrière : Les chercheurs peuvent bénéficier du partage de connaissances, de pratiques, de méthodologie de la part de collègues plus expérimenté(e)s.  
 Career development : Researchers can benefit from sharing knowledge, practices, methodology from more experienced colleagues

**Nombre total de réponses :** 63 **Potentielle conclusion :** +/- almost but not fully implemented



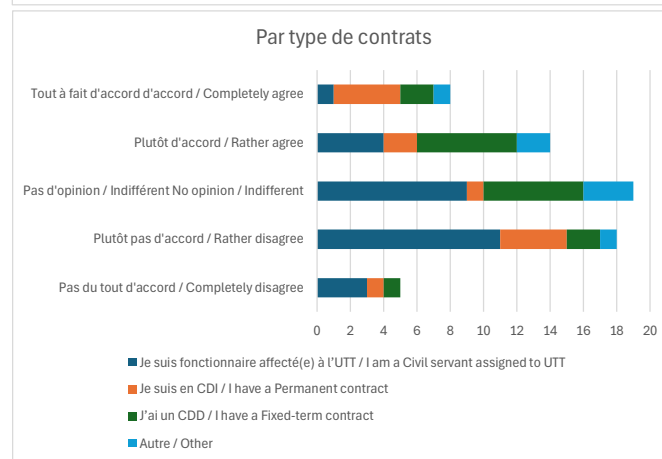
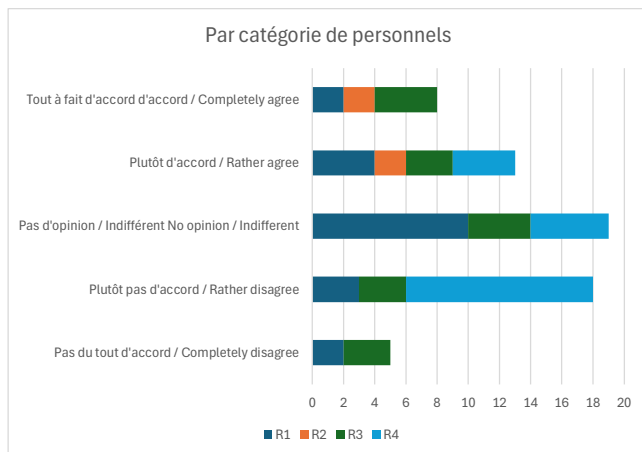
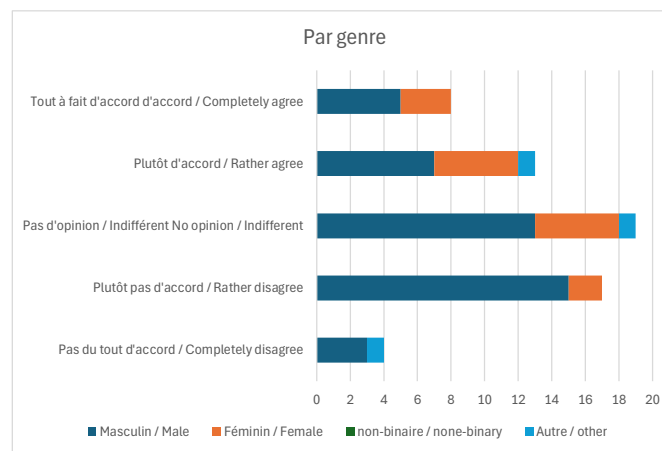
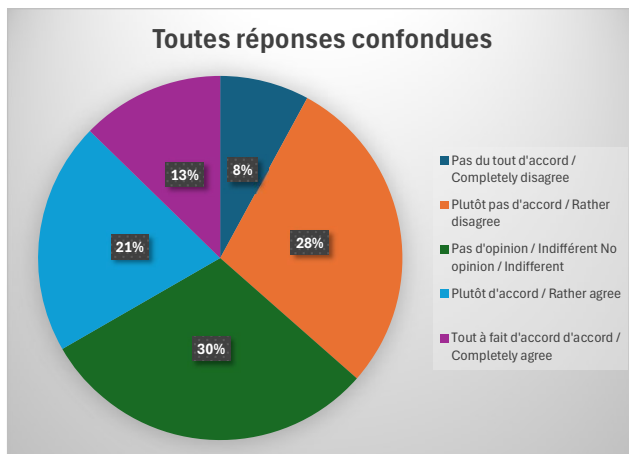
Développement de carrière : L'établissement vous soutient-il pour intégrer des réseaux professionnels et des sociétés savantes pertinentes pour votre domaine ?  
 Career development : Does the institution support you in integrating professional networks and learned societies relevant to your field?

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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Valorisation de la mobilité : L'UTT met à disposition des moyens adéquats pour promouvoir la mobilité géographique et/ou intersectorielle de ses chercheurs.  
 Enhancement of mobility : UTT provides adequate means to promote the geographical and/or intersectoral mobility of its researchers.

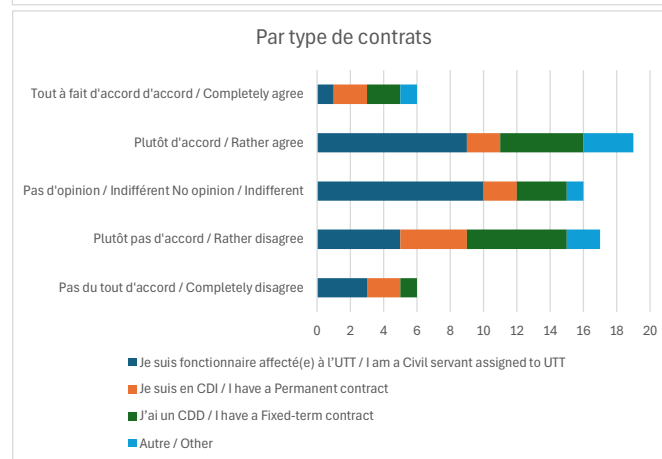
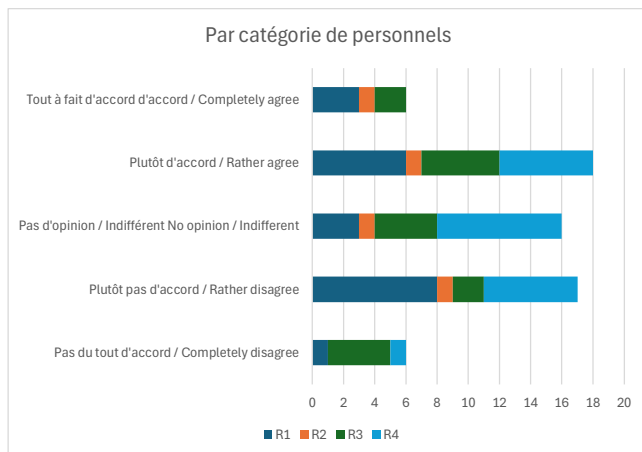
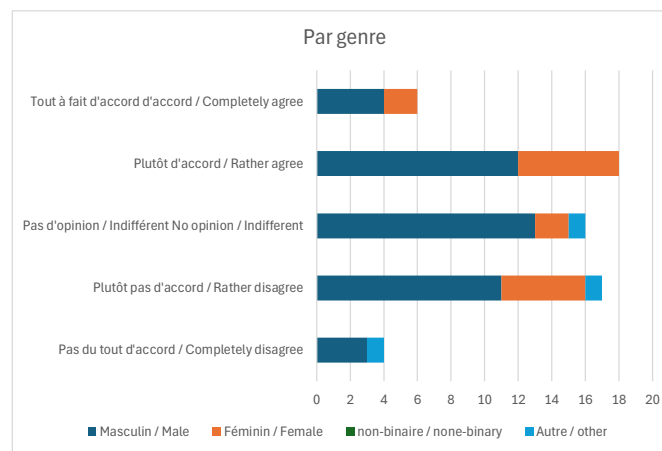
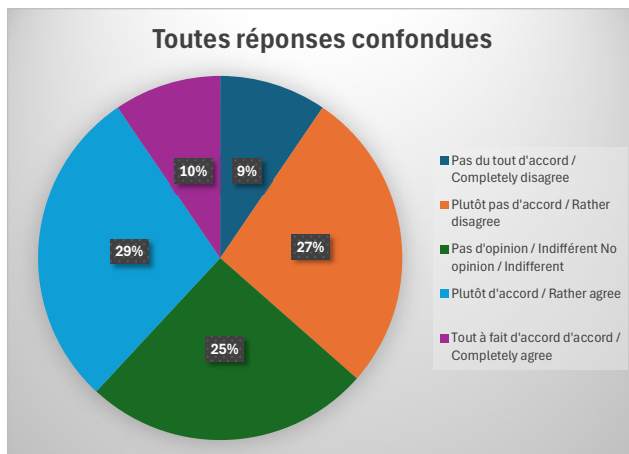
<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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Conseils sur la carrière : Les personnels contractuels dont les doctorants, bénéficient d'une attention particulière et de conseils de leur responsable pour leurs orientations de carrière.

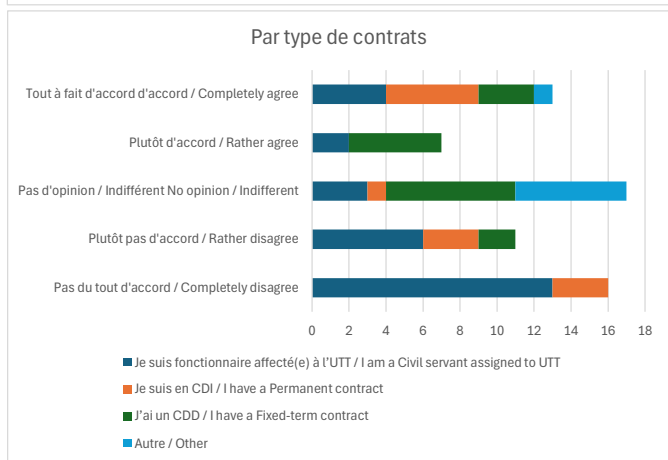
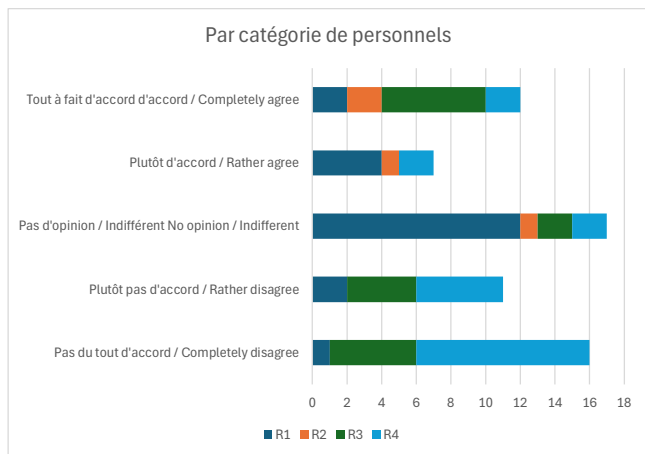
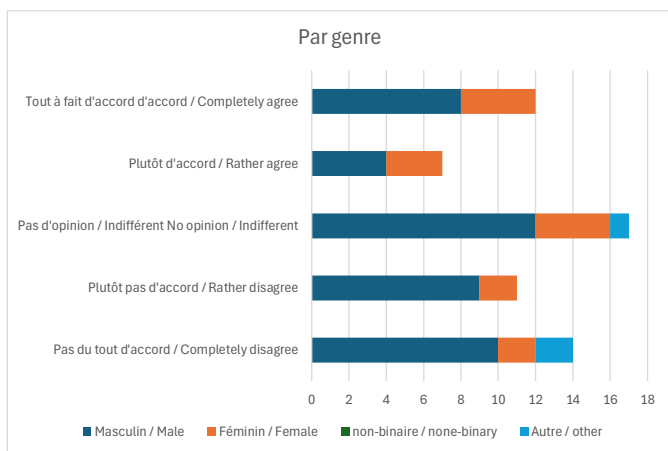
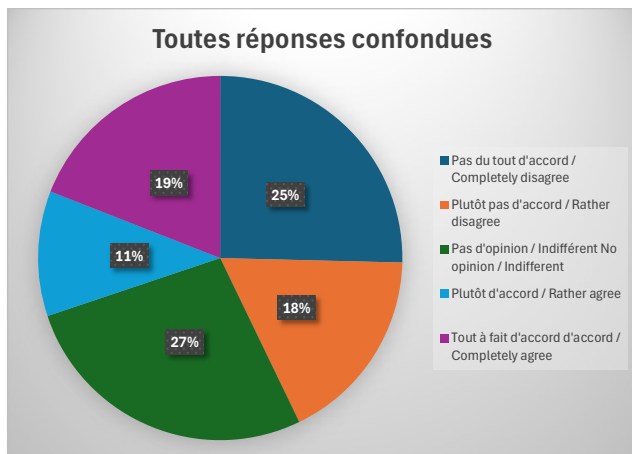
Career advice : Contract staff, including doctoral students, receive special attention and advice from their manager for their career orientations.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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Conseils sur la carrière : Les chercheurs peuvent bénéficier d'un entretien professionnel avec leur supérieur hiérarchique et/ou fonctionnel (au moins une fois tous les deux ans) ?  
 Career advice : Researchers may have a professional interview with their hierarchical and/or functional superior (at least once every two years)?

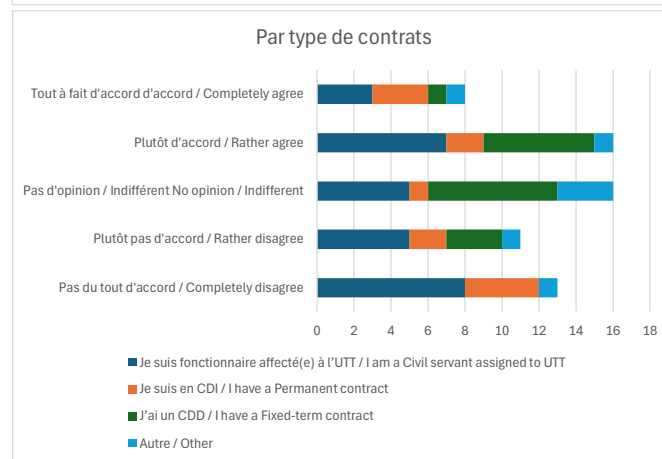
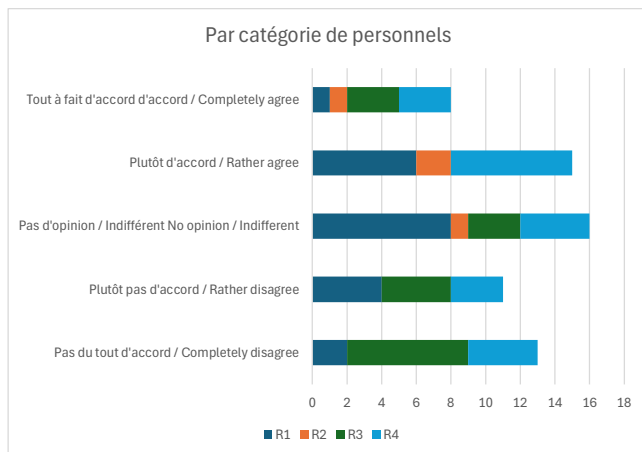
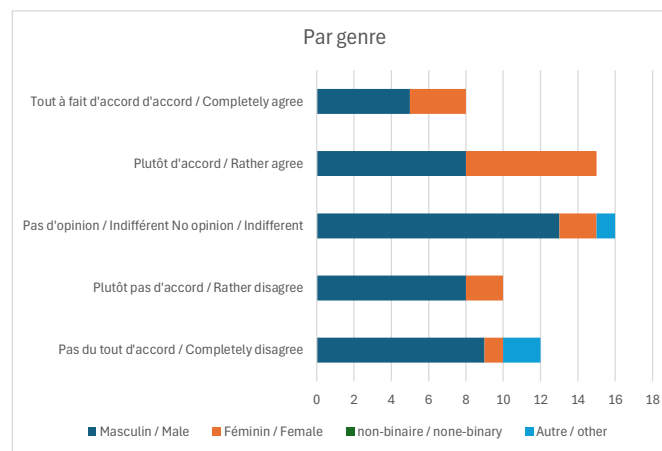
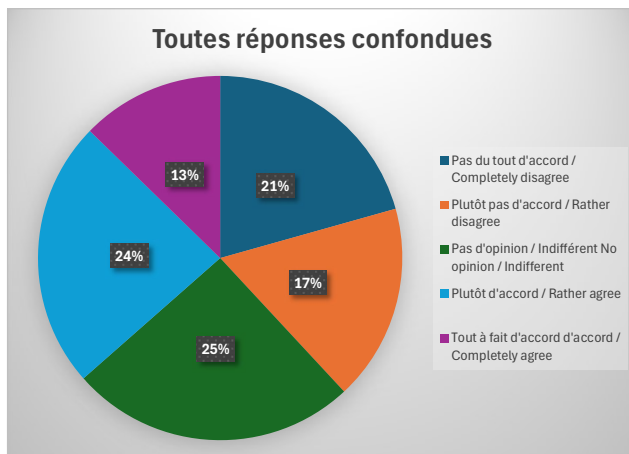
<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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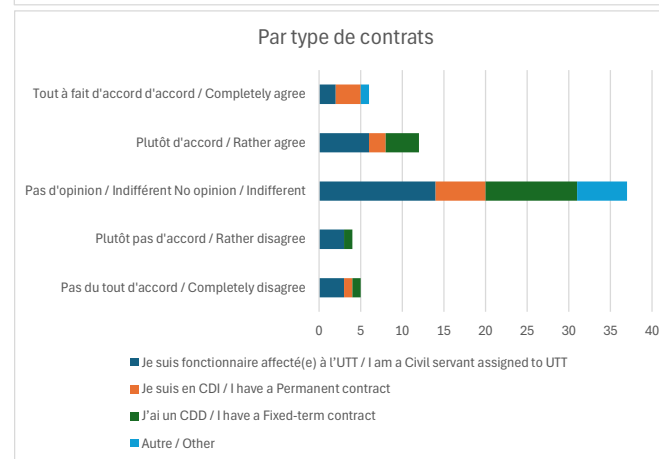
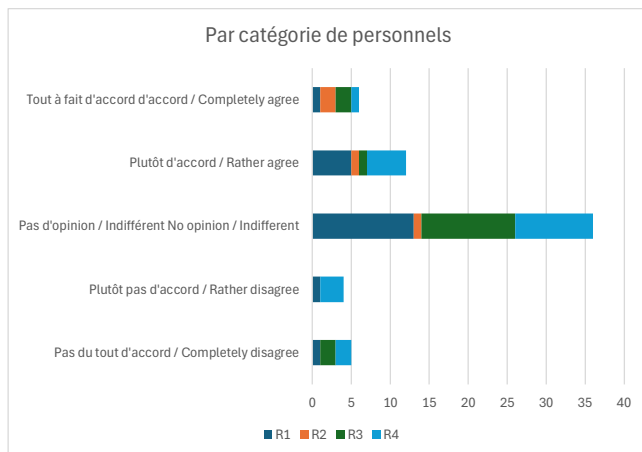
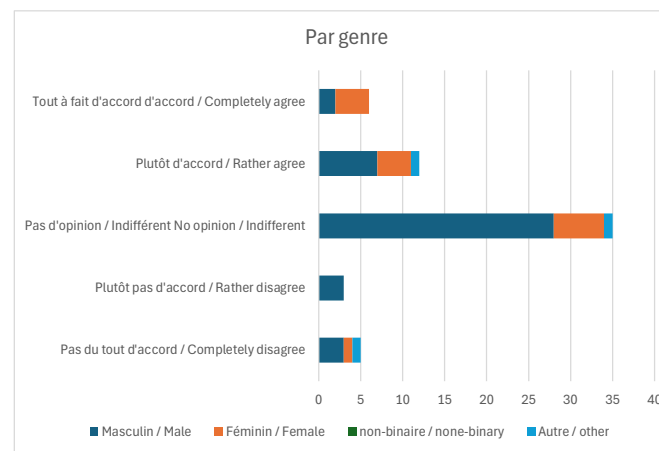
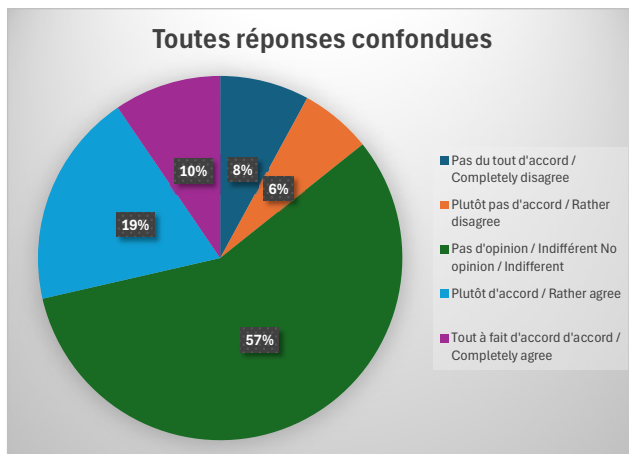
Conseils sur la carrière : L'évaluation de vos activités de recherche vous semble appropriée, dans la perspective d'une évolution de carrière.  
 Career advice : The assessment of your research activities seems appropriate to you, with a view to career development.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>+/- almost but not fully implemented</b>
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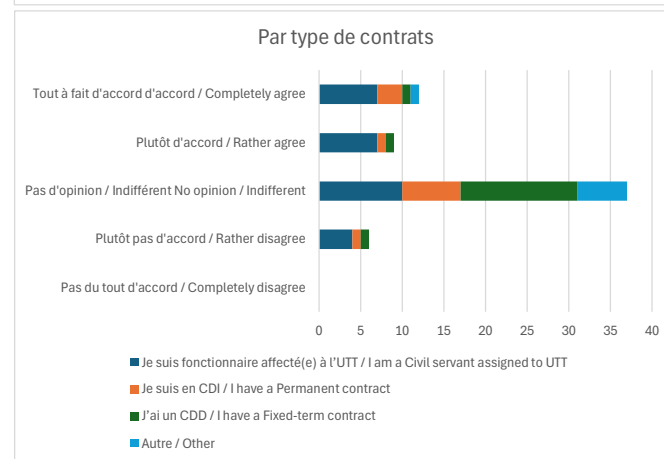
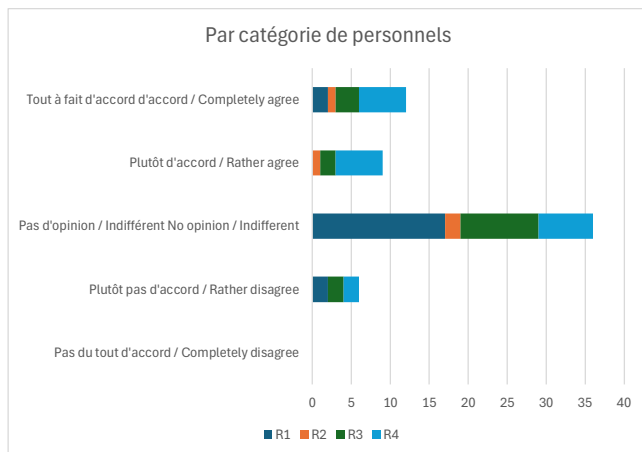
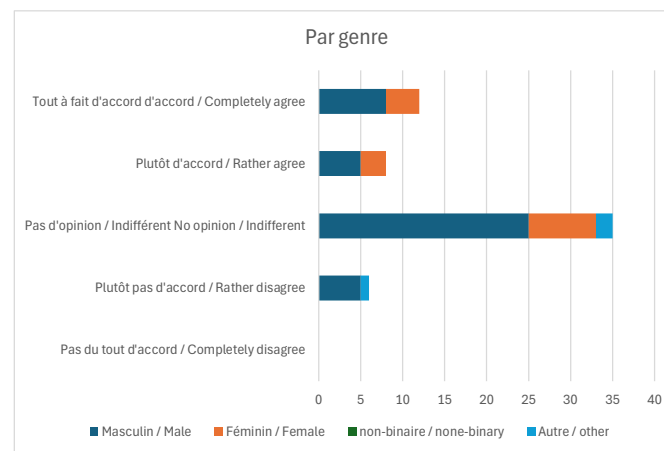
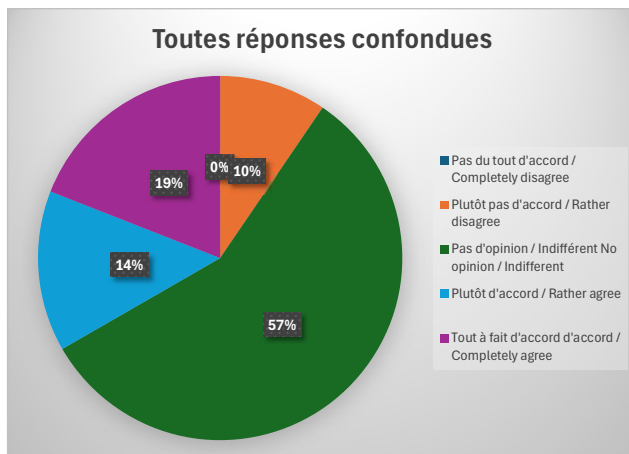
Droits de propriété intellectuelle : Les chercheurs de l'UTT, à toutes les étapes de leur carrière, retirent les bénéfices de l'exploitation (le cas échéant) de leurs résultats de R & D, grâce à une protection juridique et notamment par une protection adéquate des droits de propriété intellectuelle, y compris les droits d'auteur.  
 Intellectual property rights : UTT researchers, at all stages of their careers, benefit from the exploitation (if any) of their R&D results, through legal protection and in particular through adequate protection of intellectual property rights, including copyright.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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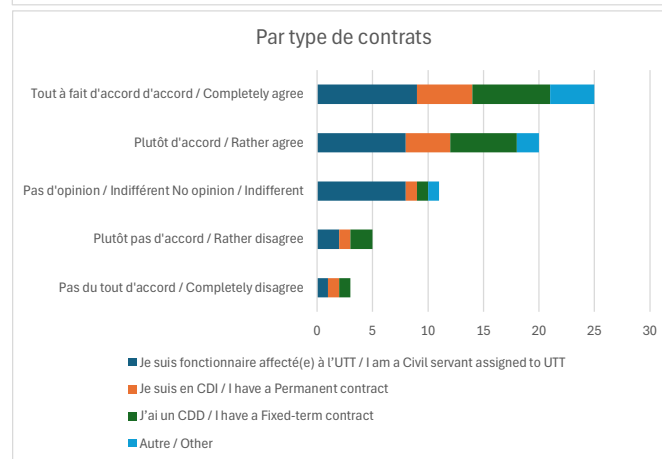
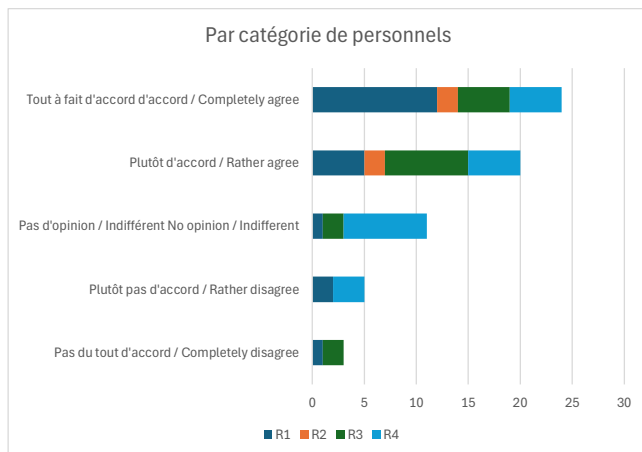
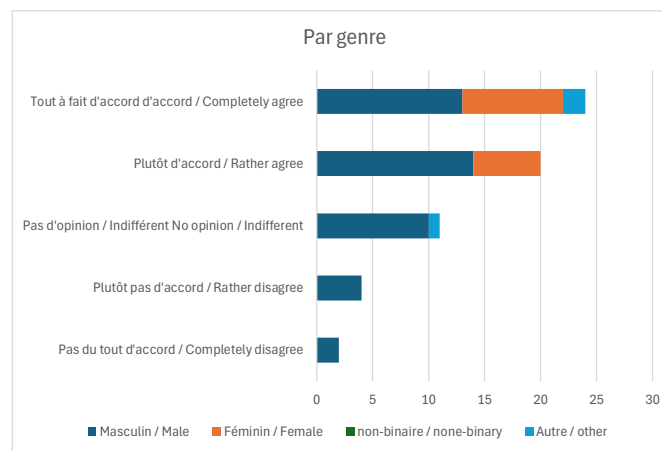
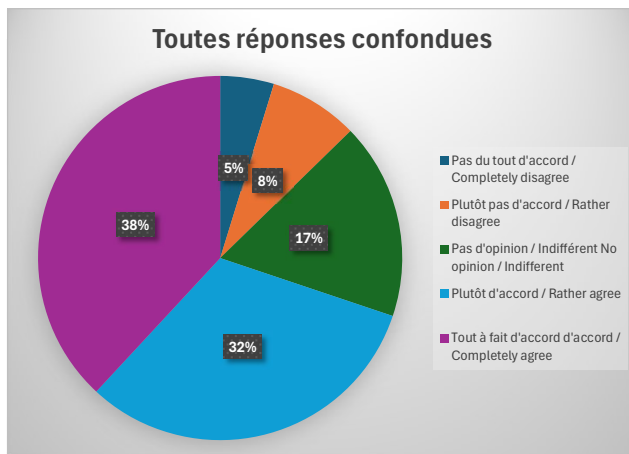
Droits de propriété intellectuelle : Le service de la VEPI propose un cadre qui permet aux chercheurs de défendre les intérêts des auteurs et inventeurs quelque que soit le niveau de maturation de leurs travaux et activités de recherche.  
 Intellectual property rights : The VEPI service offers a framework that allows researchers to defend the interests of authors and inventors regardless of the level of maturation of their research work and activities.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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Co-auteurs : Vos relations avec votre directeur (-trice) de thèse / votre responsable scientifique / votre responsable d'équipe sont satisfaisantes.  
 Co-authors : Your relations with your thesis director/scientific manager/team leader are satisfactory.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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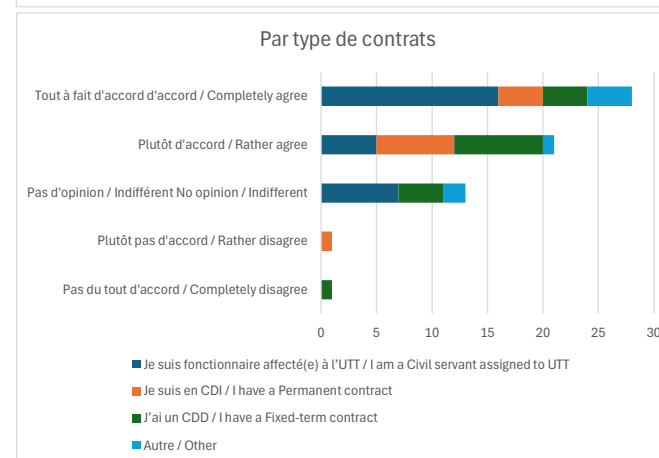
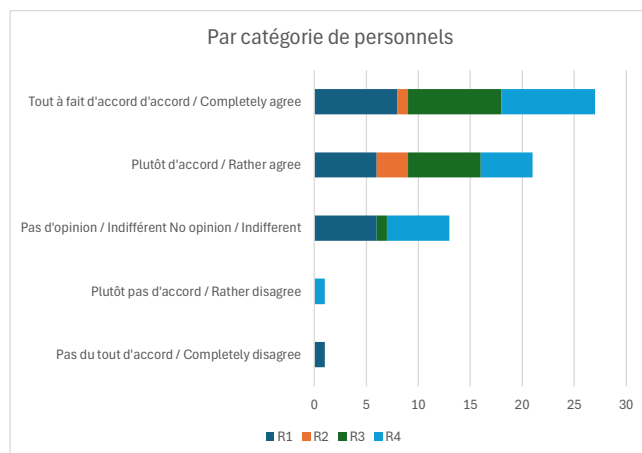
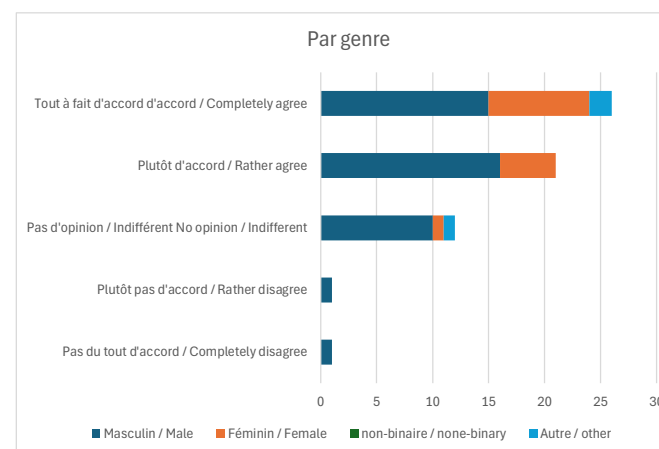
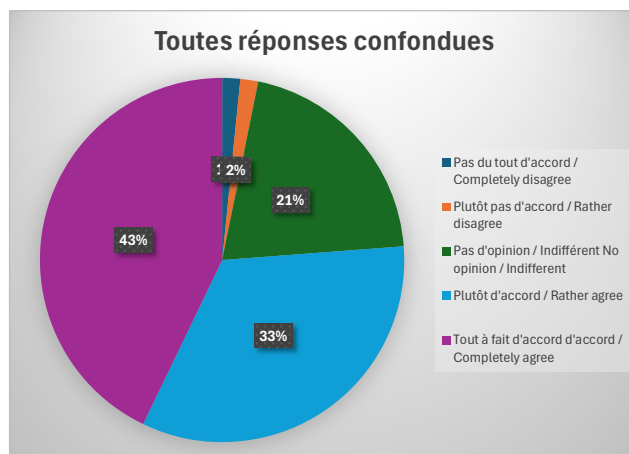
Co-auteurs : Votre travail est reconnu et vous permet d'être nommé(e) et/ou cité(e), dans le cadre d'une contribution réelle, en tant que coauteur(-trice) de documents, de brevets, etc., ou de publier vos propres résultats de recherche indépendamment de votre responsable scientifique.  
 Co-authors : Your work is recognized and allows you to be named and/or cited, as part of a real contribution, as a co-author of documents, patents, etc., or to publish your own research results independently of your scientific manager.

Nombre total de réponses :

63

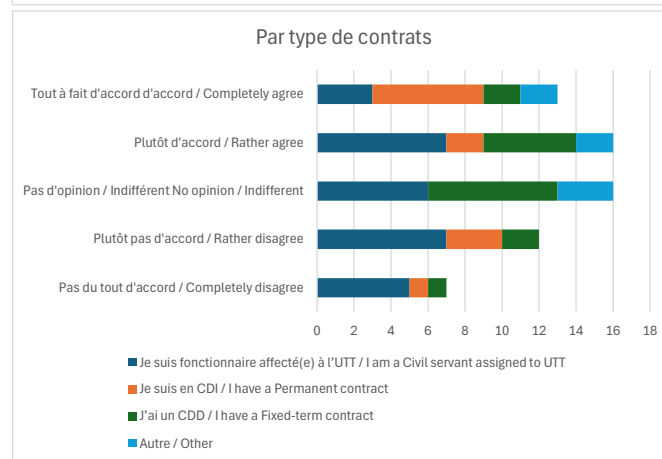
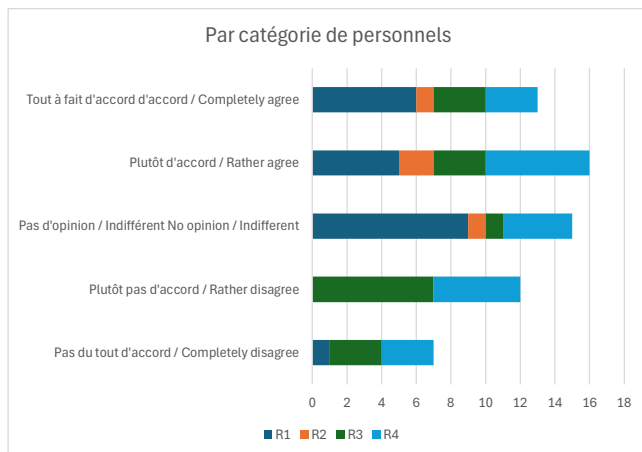
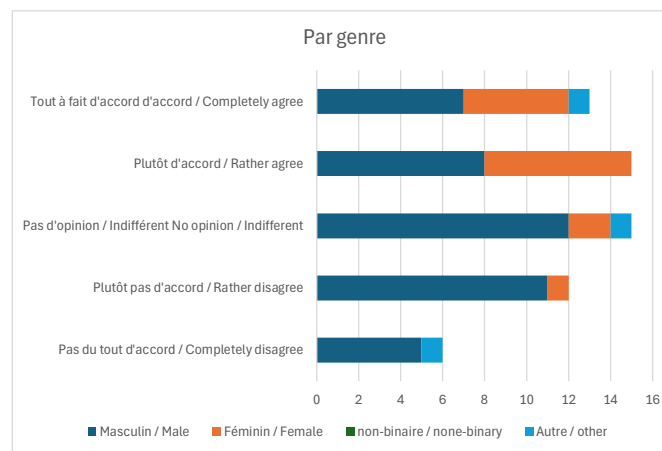
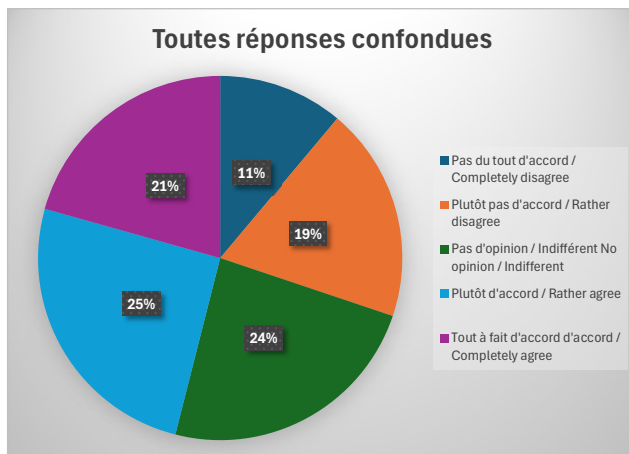
Potentielle conclusion :

++ fully implemented



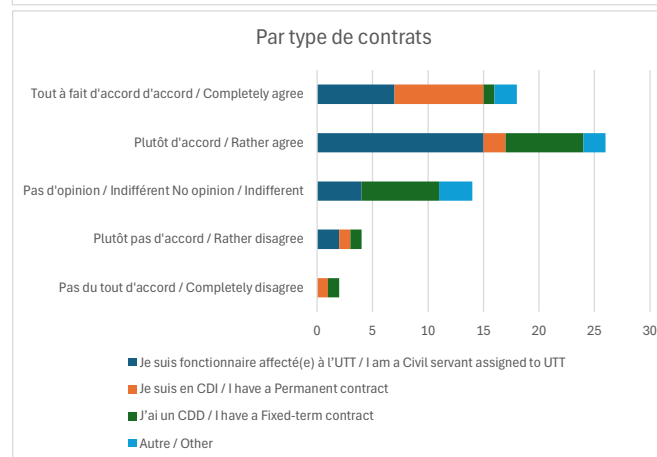
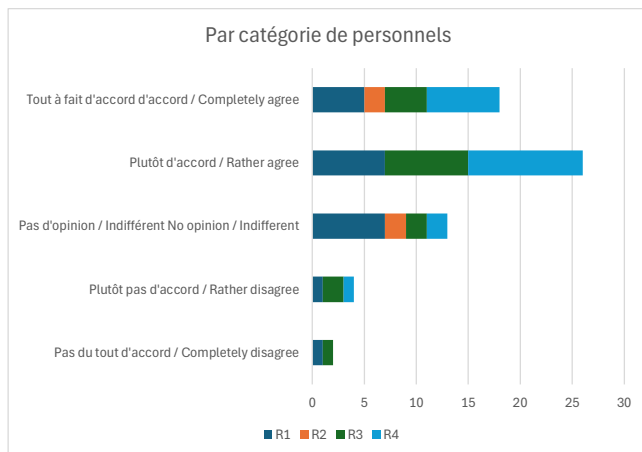
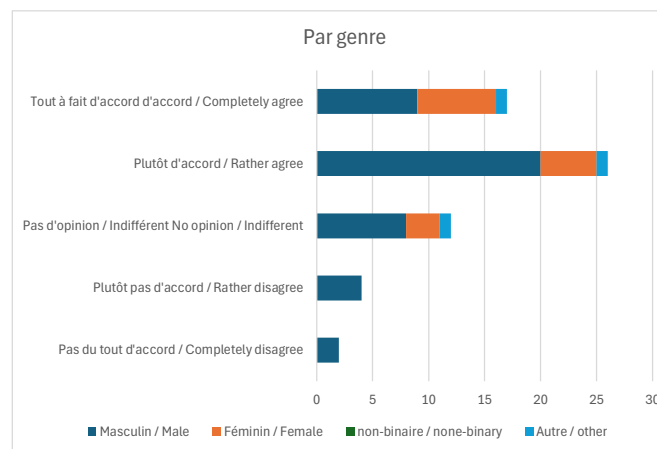
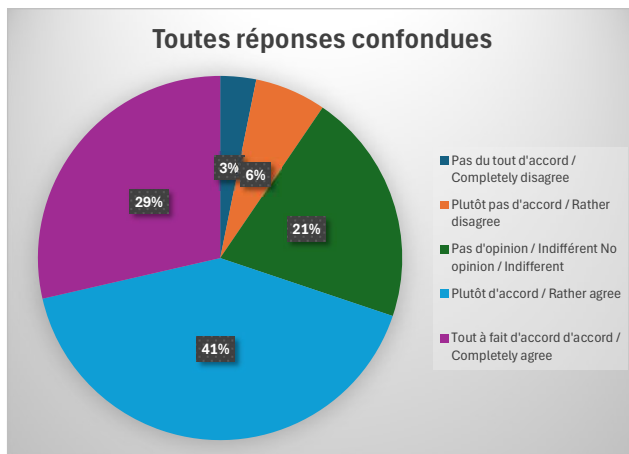
Enseignement : Votre charge d'enseignement vous permet de mener à bien vos activités de recherche.  
 Education : Your teaching load allows you to carry out your research activities.

**Nombre total de réponses :** 63 **Potentielle conclusion :** +/- almost but not fully implemented



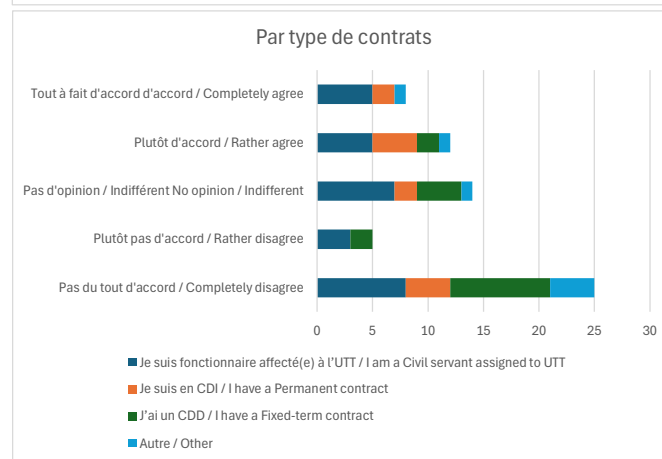
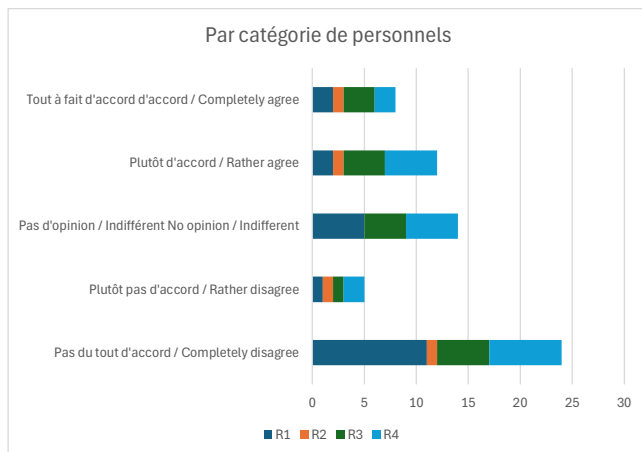
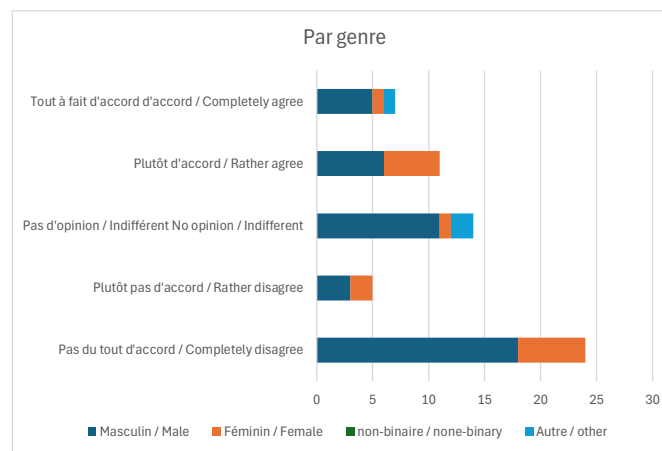
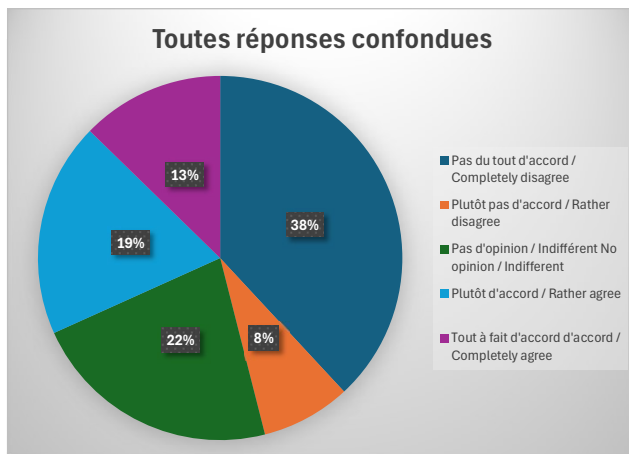
Enseignement : Vos activités de recherche vous permettent de faire évoluer votre programme d'enseignement et de développer de nouvelles compétences chez vos étudiants.  
 Education : Your research activities allow you to evolve your teaching program and develop new skills in your students.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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Plaintes et recours : Avez-vous déjà été victime (ou témoin) de discrimination dans votre activité professionnelle ?  
 Complaints and appeals : Have you ever been a victim (or witness) of discrimination in your professional activity?

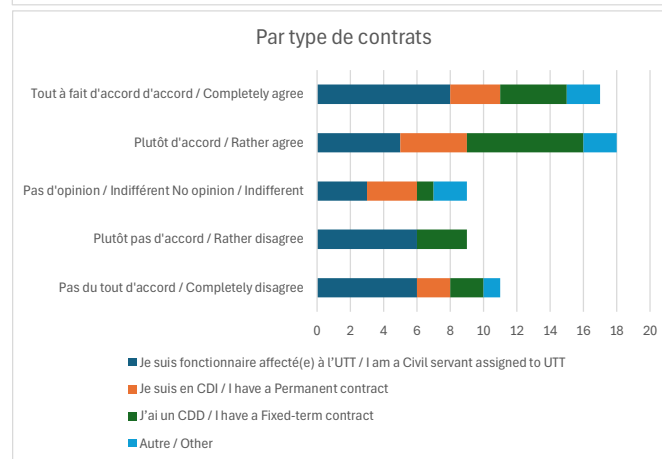
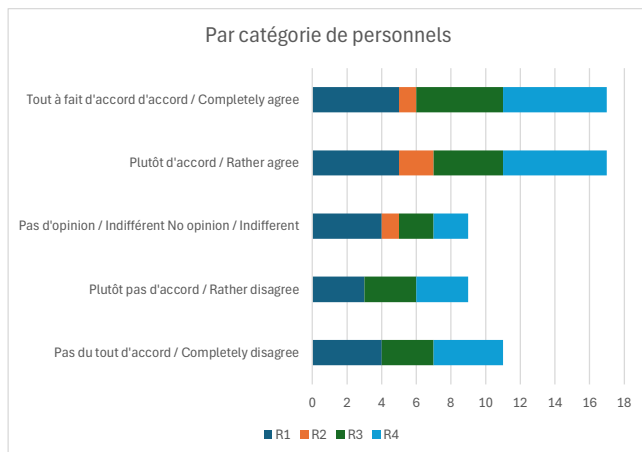
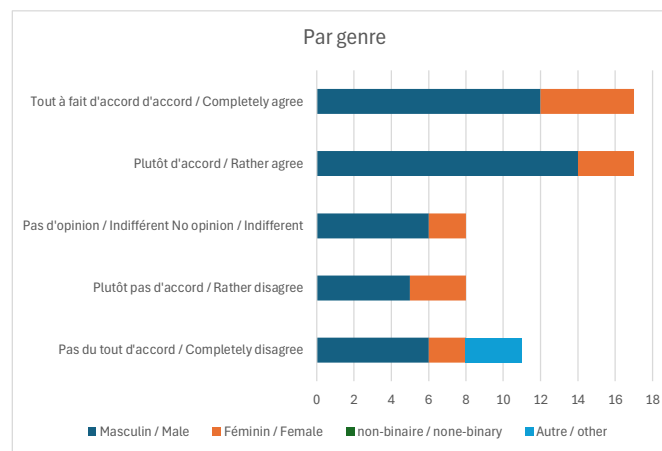
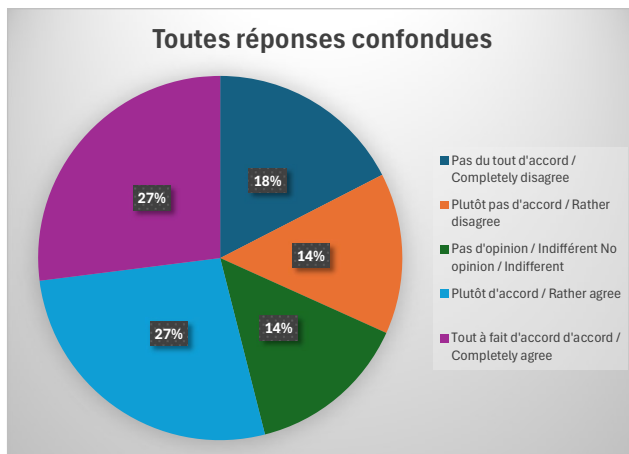
<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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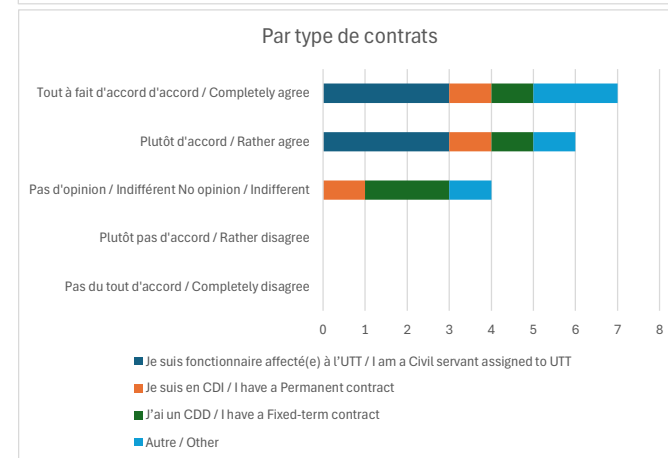
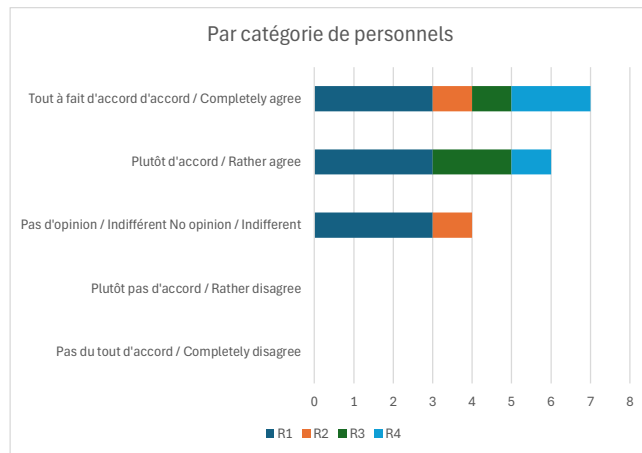
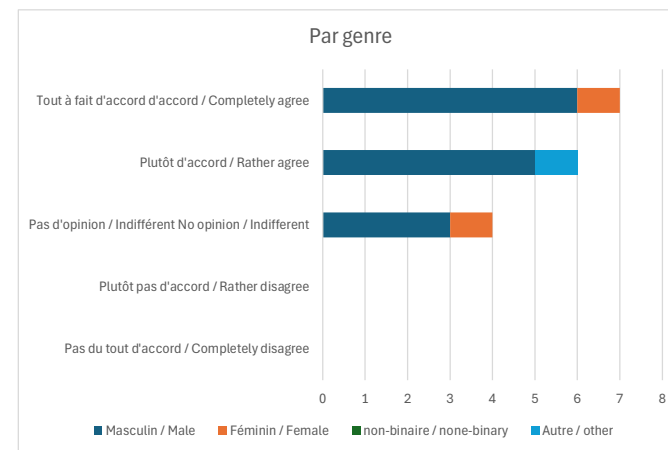
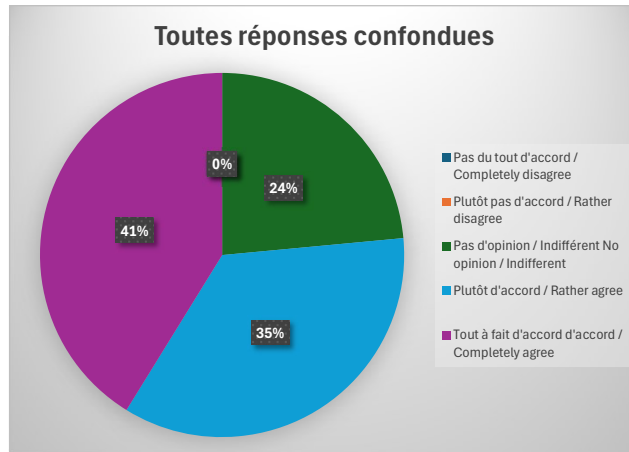
Plaintes et recours : Sauriez-vous qui contacter ou comment procéder si la situation se présentait ?  
 Complaints and appeals : Do you know who to contact or how to proceed if the situation arises?

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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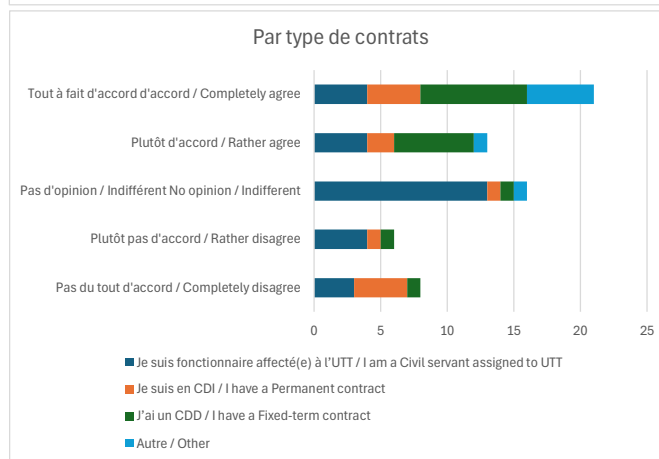
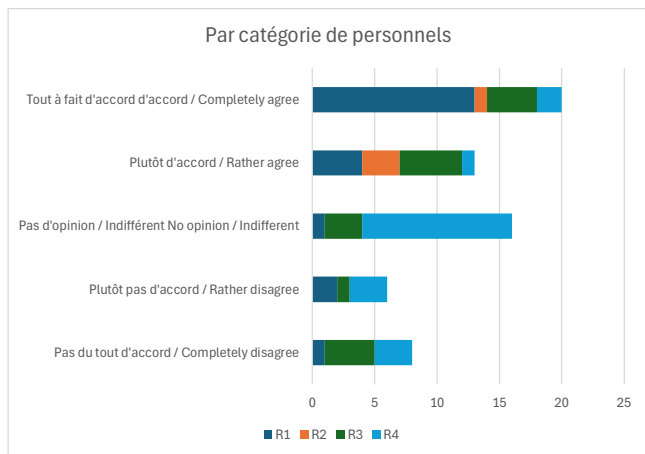
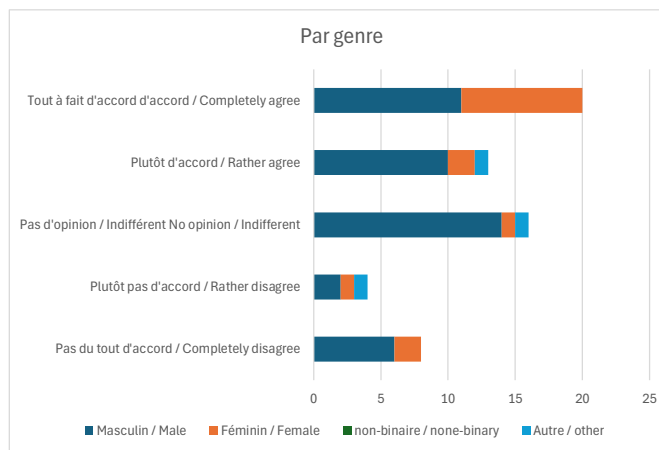
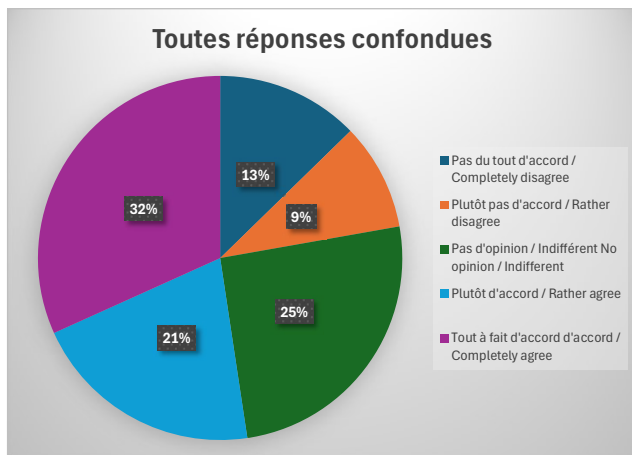
Participation aux organes de décision : Vous êtes parfaitement informé(e) du rôle des instances de l'établissement du calendrier de dépôt des candidatures au moment du renouvellement des instances.  
 Participation in decision-making bodies : You are fully informed of the role of the bodies in establishing the timetable for the submission of applications at the time of the renewal of the bodies.

<b>Nombre total de réponses :</b>	<b>17</b>	<b>Potentielle conclusion :</b>	
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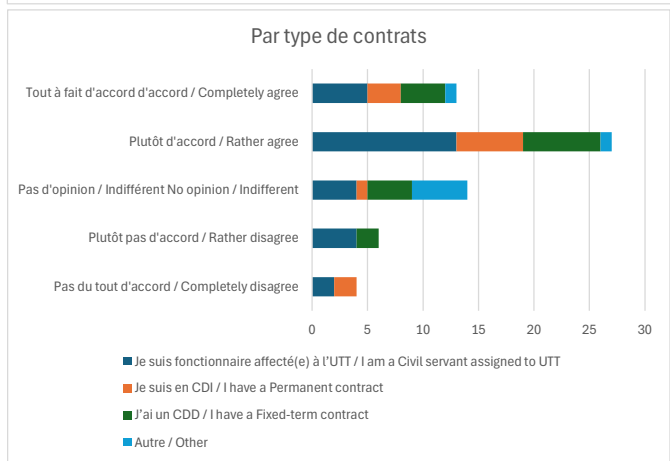
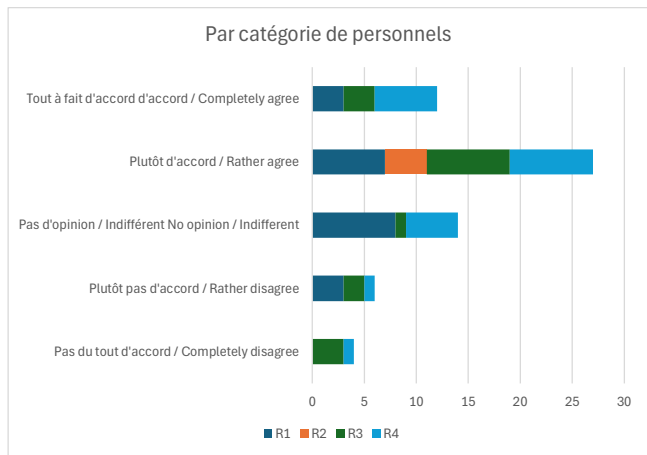
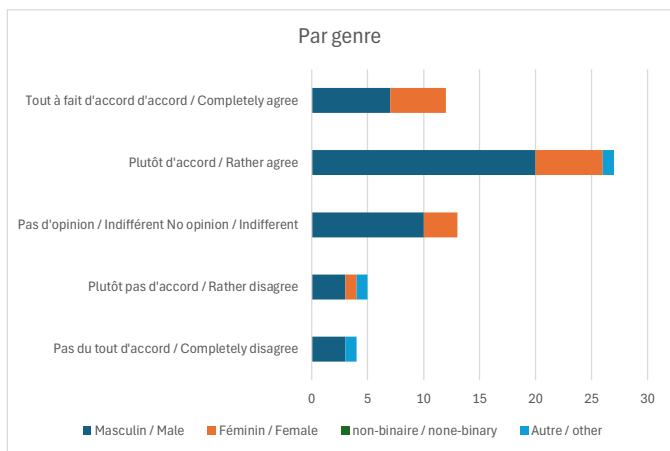
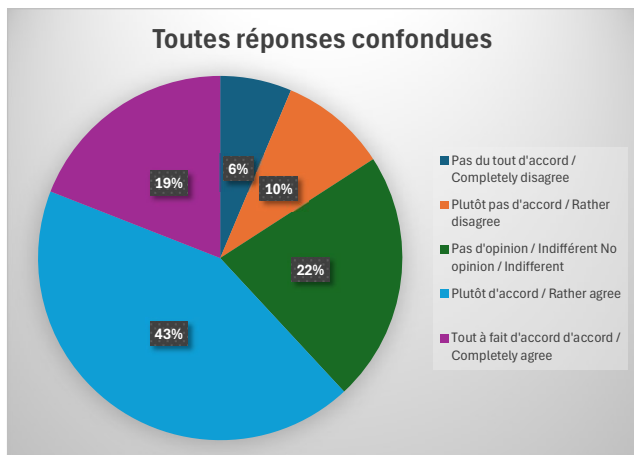
Relation avec les directeurs de thèse/stage : Vos relations avec votre directeur (-trice) de thèse / votre responsable scientifique / votre responsable d'équipe permettent de suivre la progression de vos activités de recherche.  
 Relationship with thesis/internship supervisors : Your relations with your thesis director/scientific manager/team leader allow you to monitor the progress of your research activities.

**Nombre total de réponses :** 63 **Potentielle conclusion :** +/- almost but not fully implemented



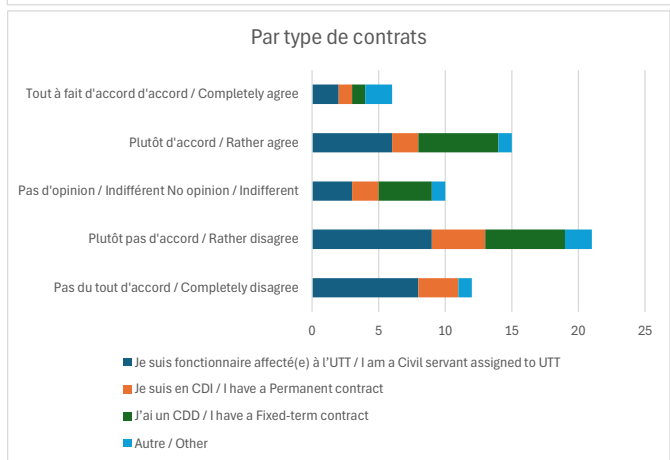
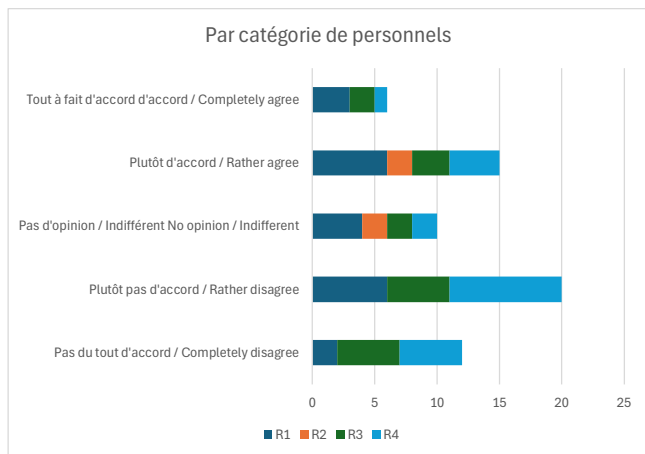
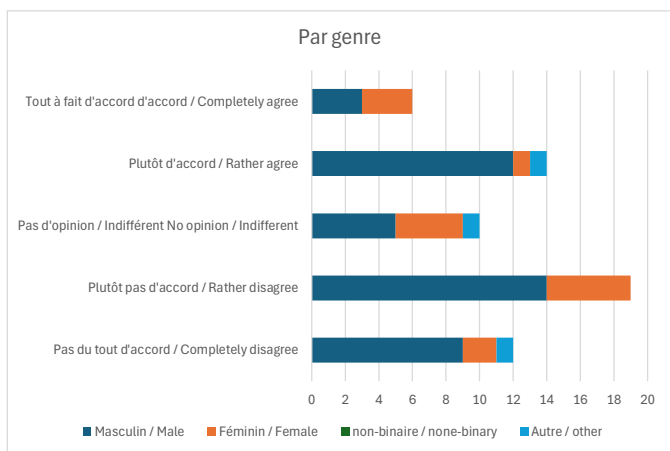
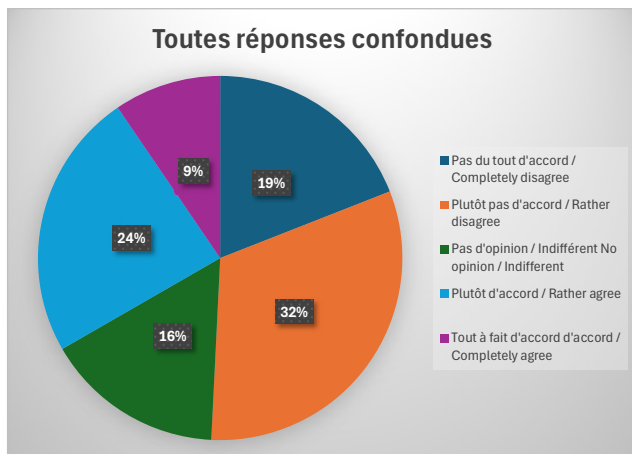
Supervision et tâches de gestion : Pour les chercheurs expérimentés, votre activité d'encadrement au sein de l'équipe de recherche est satisfaisante.  
 Pour les jeunes chercheurs, vous vous sentez bien encadrés et soutenus/suivis dans vos activités de recherche.  
 Supervision and management tasks : For experienced researchers, your leadership in the research team is satisfactory.  
 For young researchers, you feel well supervised and supported/followed in your research activities.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>++ fully implemented</b>
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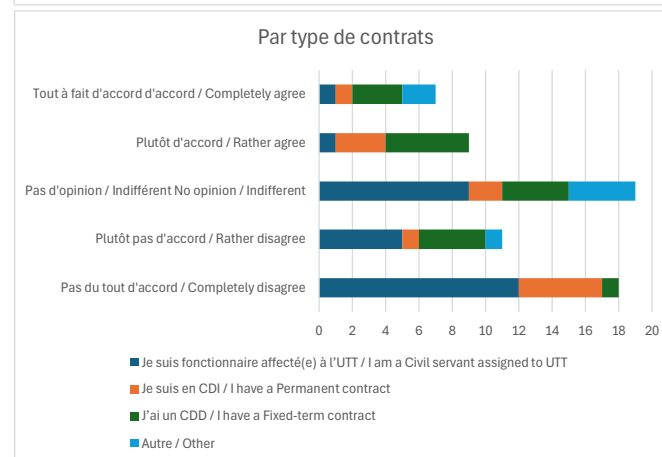
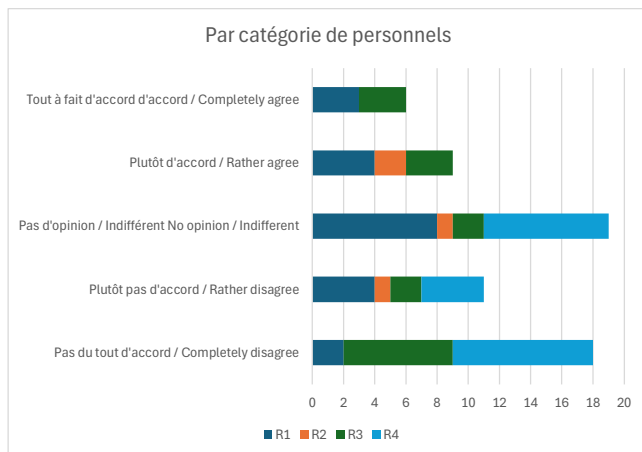
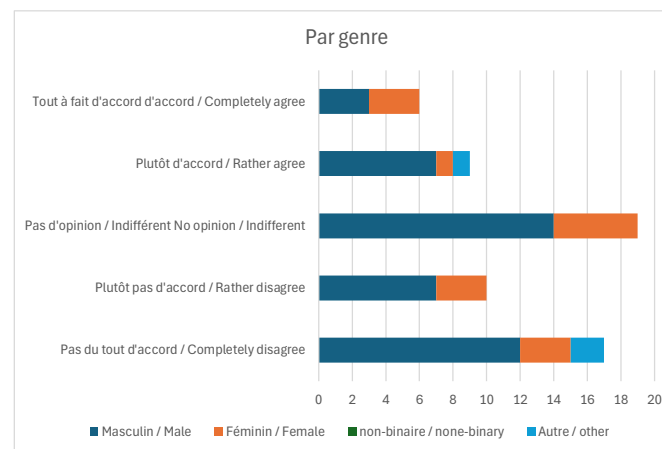
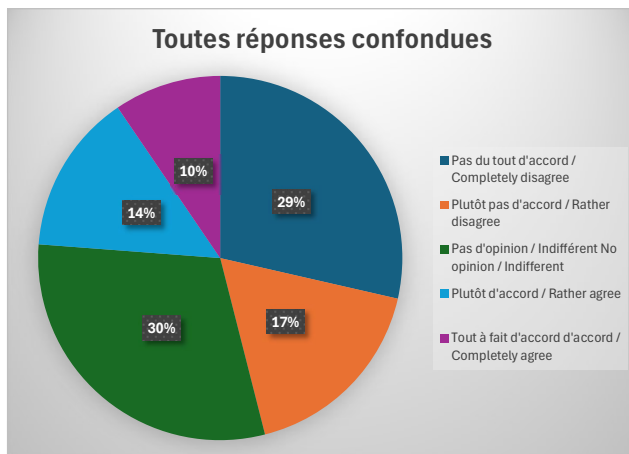
Développement professionnel continu : Vous suivez régulièrement des formations pour développer vos compétences (techniques, soft skills) pour progresser dans votre carrière. Vous avez connaissance du plan de formation proposé par la Direction des ressources humaines et/ou de votre unité de recherche et des plateformes de formations en ligne type AMUE, Mentor ou autres.  
 Continuous professional development : You regularly follow training to develop your skills (technical, soft skills) to progress in your career. You are aware of the training plan proposed by the Human Resources Directorate and/or your research unit and the online training platforms such as AMUE, Mentor or others.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-- insufficiently implemented</b>
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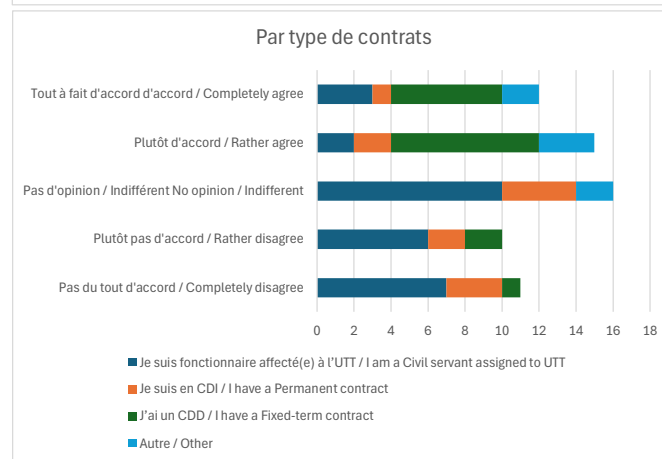
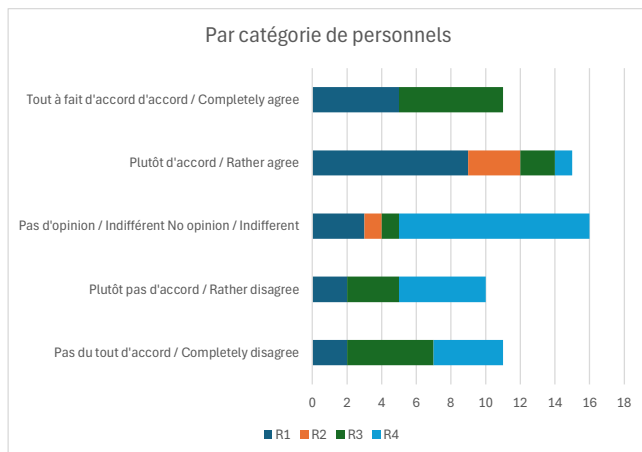
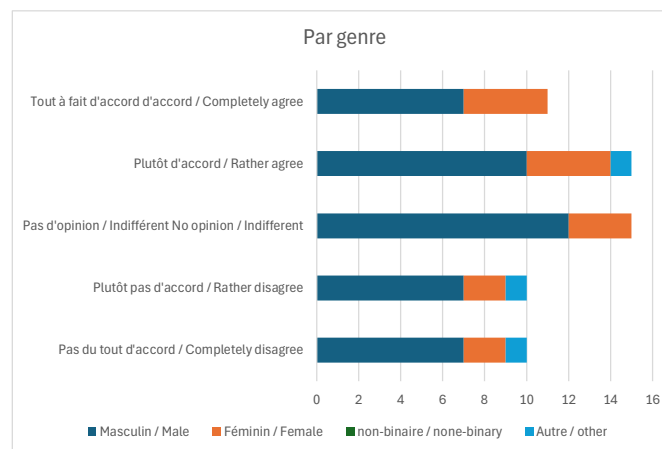
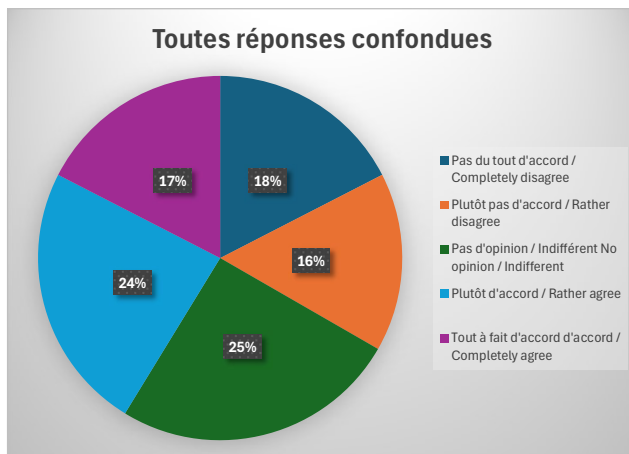
Accès à la formation à la recherche et au développement continu : Vous partagez vos besoins de formation avec votre responsable hiérarchique ou fonctionnel au moins une fois tous les deux ans.  
 Access to training for research and continuous development : You share your training needs with your line or functional manager at least once every two years.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-- insufficiently implemented</b>
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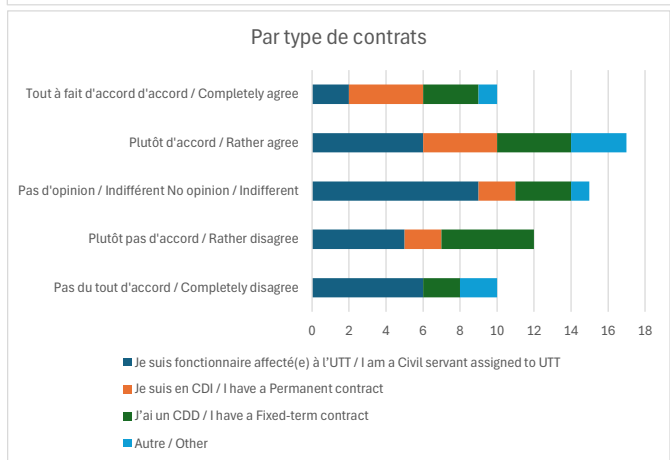
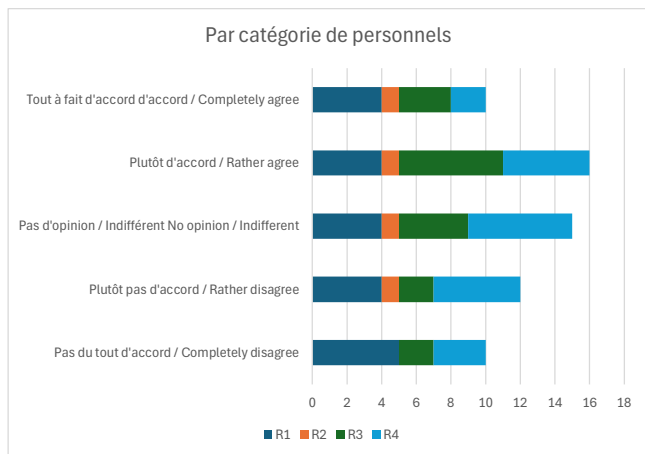
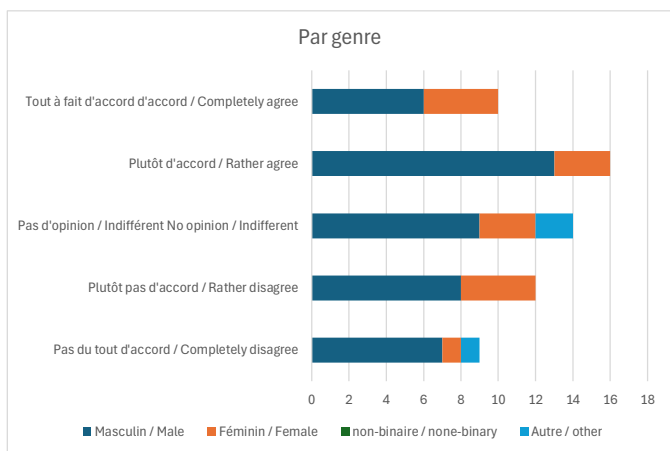
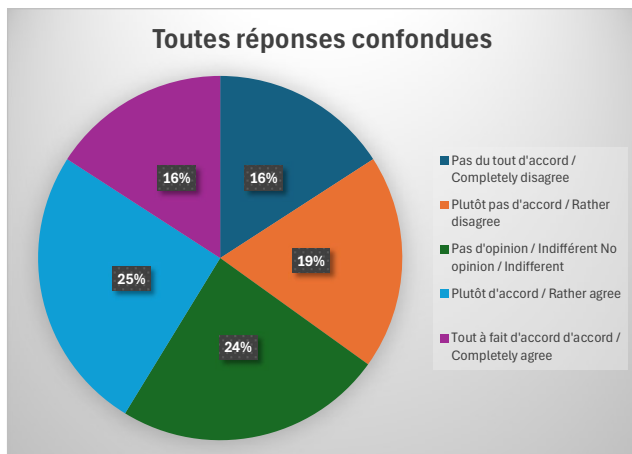
Supervision : Vous bénéficiez de conseils de la part d'un(e) chercheur-euse plus expérimenté(e) pour le développement de votre carrière à long terme.  
 Supervision : You get advice from a researcher who is more highly regarded for your long-term career development.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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Durabilité de la recherche : L'institution vous aide à intégrer des pratiques de recherche durable (réduction des déchets, gestion des ressources, efficacité énergétique) dans vos travaux.  
 Sustainability of research : The institution helps you integrate sustainable research practices (waste reduction, resource management, energy efficiency) into your work.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-- insufficiently implemented</b>
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Durabilité de la recherche : L'établissement vous encourage à développer votre domaine de recherche, directement ou indirectement, vers la résolution des enjeux liés à la durabilité (changement climatique, gestion des ressources naturelles, etc.) par exemple en fournissant des ressources, financements ou des formations spécifiques.  
 Sustainability of research : The institution encourages you to develop your research area, directly or indirectly, towards solving sustainability issues (climate change, natural resource management, etc.) for example by providing specific resources, funding or training.

<b>Nombre total de réponses :</b>	<b>63</b>	<b>Potentielle conclusion :</b>	<b>-/+ partially implemented</b>
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