HRS4R
EUROPEAN STRATEGY
HUMAN RESOURCES FOR RESEARCHERS

—

SYNTHESIS OF THE RESULTS OF THE "HR" AND "ETHICAL AND PROFESSIONAL ASPECTS" QUESTIONNAIRES

UNIVERSITÉ CAEN NORMANDIE

CONTENTS

NSP/NSPR: Don't know / Do not wish to answer

MNSPC: don't feel concerned

HRS4R HR QUESTIONNAIRE SOCIO-DEMOGRAPHIC DATA

Introductory comments: 472 connections to Limsurvey

47 simple connections (without entering into the questionnaire): removed from the count

31 respondents removed from the count (answersor connections to socio-demographic questions)

Working base: 394 respondents

Software used : Jasp

GENDER

	Number of respondents	%
Men	200	50,64
Women	192	48,85
Do not wish to answer	2	0,51
Total	394	100,00

AGE

	Number of respondents	%
Less than 25	26	6,6
26 - 35 years	97	24,7
36 - 45 years	82	20,9
46 - 55 years	127	32,3
56 - 65 years	59	14,7
Over 65 years	3	0,8
Total	394	100,0

CATEGORIES

	Number of respondents	%	Bi2SE	SHS	ST	Other
EC - University Professor / PU-PH	57	14,5	17	27	11	2
EC - University Lecturer - HDR	52	13,2	20	13	17	2
EC - University Lecturer / MCU-PH	54	13,7	14	27	10	3
Director of Research for Large Organizations	2	0,5	1		1	
Research Officer for large organizations	0	0				
ATER	16	4,1	2	9	4	1
PRAG / PRCE	1	0,2			1	
PAST	0	0				
Reader	0	0				
Post-doctoral fellow	21	5,3	12	4	3	2
PhD student (funding related to the thesis)	53	13,5	16	17	16	4
PhD student (other funding)	7	1,8	4	2	1	0
PhD student (without funding)	7	1,8	1	6	0	0
ITRF/ITA IGR	20	5,1	6	5	4	5
ITRF/ITA IGE	19	4,8	4	5	3	7
ITRF/ITA ASI	4	1	1	1		2
ITRF/ITA Technician	33	8,4	12	4	6	11
ATRF C	14	3,6	2	3	1	8
Administrative staff A	16	4,1		4	2	10
Administrative staff B	6	1,4	1	2	1	2
Administrative staff C	9	2,3	2	4		3
Other	3	0,7		1		2
Total	394	100,0	115	134	80	64

STATUS

	Number of respondents	%
Permanent (TIT)	252	64,1
CDD	112	28,5
CDI	15	3,8
Other	14	3,6
Total	394	100

RESEARCH STRUCTURE

	Number of respondents	%
B2ISE	115	29,3
SHS	134	34,1
ST	81	20,3
Other	64	16,3
Total	394	100

PÔLE

	Number of respondents	%
UR	125	31,8
UMR	171	43,5
UAR or US (trays)	13	3,3
Component /Directorate	70	17,6
Other	15	3,8
Total	394	100

THESIS DIRECTOR

	Number of respondents	%
YES	108	27,5
NO	211	53,7
Do not wish to answer (NSPR)	2	0,5
Don't feel concerned (NSPC)	72	18,3
Total	394	100

DIRECTOR OF UR OR STRUCTURE

	Number of respondents	%
YES	45	11,5
NO	281	71,2
Do not wish to answer	2	0,5
Don't feel concerned	66	16,8
Total	394	100

MEMBER OF A COS

	Number of respondents	%
YES	118	30
NO	210	53,2
Do not wish to answer	0	0
Don't feel concerned	66	16,8
Total	394	100

MEMBER OF A JURY

	Number of respondent	%
YES	110	27,7
NO	226	57,5
Do not wish to answer	0	0
Don't feel concerned	58	14,8
Total	394	100

RECRUITMENT PROCESS

TEACHERS-RESEARCHERS RECRUITMENT PROCESS

Questions	% Global No/ Rather No	% Global Yes / rather yes	%Global NSP/ NSPR	%Global DON'T FEEL CONCERNED
Are you familiar with the recruitment procedures for teacher-researchers?	13,1	84,7	0,7	1,5
According to you, the recruitment process for teacher-researchers guarantees transparency	34,2	50,2	13,1	2,5
According to you, the recruitment process for teacher-researchers guarantees the absence of discrimination	30,5	52,7	14,2	2,6
According to you, the recruitment process for teacher-researchers guarantees impartiality	43,3	41,5	12,7	2,5
Are you in favour of recruiting teachers-researchers through a professional situation (e.g. a lesson)?	42,5	46,2	8,4	2,9

RECRUITMENT PROCESS FOR POST-DOCTORAL

Questions	% Global No/ Rather No	% Global Yes / rather yes	%Global NSP/ NSPR	%Global DON'T FEEL CONCERNED
According to you, the recruitment process for postdocs ensures transparency	32,2	37,1	24,1	6,6
According to you, the recruitment process of post-docs guarantees non-discrimination	32,9	36	24,8	6,3
According to you, the recruitment process for postdocs guarantees impartiality	39,5	28,7	25,5	6,3

DOCTORAL RECRUITMENT PROCESS

Questions	% Global No/ Rather No	% Global Yes / rather yes	%Global NSP/ NSPR	%Global DON'T FEEL CONCERNED
According to you the recruitment process of doctoral students guarantees the absence of discrimination	26,7	56,3	12,9	4,1

	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
According to you, the recruitment process for doctoral student guarantees impartiality	38,1	45,2	12,6	4,1

BIATSS RECRUITMENT PROCESS

	% Global	% Global	%Global	%Global
Questions	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
According to you, the BIATSS recruitment process guarantees transparency	31,3	38,4	22,3	8
In your opinion, the BIATSS recruitment process guarantees the absence of discrimination	19,4	48,3	23,7	8,6
In your opinion, the BIATSS recruitment process guarantees impartiality	28	38,4	25,1	8,5

RECRUITER

	% Global	% Global	%Global	%Global
Questions	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FELEL CONCERNED
As a recruiter, do you think you are sufficiently informed by the institution on issues of stereotypes and non-discrimination (gender, origin, religion, disability) upstream of the recruitment process?	36,3	49,2	8,4	6,1

CAREER DEVELOPMENT

TEACHERS-RESEARCHERS (TR) CAREER DEVELOPMENT

	% Global	% Global	%Global	%Global
Questions	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
Are you aware of the possibilities for promoting TR?	31,1	66,3	0,7	1,9
Do you feel that you are sufficiently informed by UNICAEN about RIPEC?	29,8	65,8	1,9	2,5
Do you feel that you are sufficiently informed by UNICAEN about PEDR?	32,9	61,5	1,9	3,7
Do you feel that you are sufficiently informed by UNICAEN about the CRCT establishment / the CRCT of the CNU	43,1	54,4	1,9	0,6
Do you feel that you are sufficiently informed by UNICAEN about delegations to national bodies?	62,5	34,4	1,9	1,2
Do you feel that you are sufficiently informed by UNICAEN about the secondment	68,7	27,5	2,5	1,3
Do you feel that you are sufficiently informed by UNICAEN about availability	67,5	28,1	3,1	1,3
Have you ever applied to RIPEC?	66,2	30,0	2,5	1,3
Have you ever applied for PEDR?	42,5	55,0	1,2	1,3
Have you ever applied to the CRCT institution or the CNU	65,6	31,2	1,3	1,9
Have you ever applied for a delegation from a national organization?	84,4	12,5	1,2	1,9
Do you feel that you are sufficiently informed by UNICAEN about repyramiding?	30,6	65,0	1,9	2,5
Do you feel that you are sufficiently informed by UNICAEN about grade advancement	41,9	56,2	0,6	1,3
Do you feel that you are sufficiently informed by UNICAEN about the qualification?	44,1	38,4	5,7	11,8

BIATSS CAREER DEVELOPMENT

Questions	% Global No/ Rather No	% Global Yes / rather yes	%Global NSP/ NSPR	%Global DON'T FEEL CONCERNED
Do you know the possibilities of promoting BIATSS?	45,0	41,4	1,8	11,8
Do you feel that you are sufficiently informed by UNICAEN about the secondment	63,2	23,1	4,3	9,4
Do you feel that you are sufficiently informed by UNICAEN about availability	60,7	26,5	4,3	8,5
Do you feel that you are sufficiently informed by UNICAEN about repyramiding?	52,1	36,8	4,3	6,8
Do you feel that you are sufficiently informed by UNICAEN about the promotionof rank?	48,7	42,7	2,6	6,0

CAREER DEVELOPMENT >
QUESTION FOR ALL CATEGORIES

Questions	% Global No/ Rather No	% Global Yes / rather yes	%Global NSP/ NSPR	%Global DON'T FEEL CONCERNED
Do you think you have sufficient support and advice from the institution about the development of your career?	65,3	25,5	2,3	6,9

BIATSS CAREER FOLLOW-UP

Questions	% Global No/ Rather No	% Global Yes / rather yes	%Global NSP/ NSPR	%Global DON'T FEEL CONCERNED
Have you benefited from a professional interview over the last 3 years?	9,7	85,9	0,0	4,4
Do you have a job description?	15,1	76,5	7,6	0,8
If so, do you have a job description of less than 3 years?	14,8	84,2	0,0	1,0

PROFESSIONAL MOBILITY

INFORMATION ON MOBILITY DEVICES

Questions	% Global	% Global	%Global	%Global
	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
Do you feel sufficiently informed on internal mobility opportunities,	58,0	26,7	2,9	12,4
Do you feel sufficiently informed on international mobility opportunities,	61,7	25,9	2,1	10,3
Do you feel sufficiently informed on the possibilities of change of establishment,	69,6	15,6	3,7	11,1
Do you feel sufficiently informed on mobility opportunities towards the public sector (non-academic)	74,9	10,3	3,4	11,4
Do you feel sufficiently informed on mobility opportunities to the private sector	74,1	9,0	3,7	13,2

MOBILITY SUPPORT

Questions	% Global	% Global	%Global	%Global
	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
Would you like to be accompanied by UNICAEN as part of an internal mobility project?	30,9	41,2	7,9	20,0
Would you like to be accompanied by UNICAEN as part of an international mobility project?	30,9	42,7	6,6	19,8
Would you like to be accompanied by UNICAEN as part of a change of establishment project?	34,6	37,7	7,4	20,3
Would you like to be accompanied by UNICAEN as part of a mobility project towards the public sector (non-academic)?	29,8	41,7	7,6	20,9
Would you like to be accompanied by UNICAEN as part of a mobility project towards the private sector?	33,2	36,7	7,9	22,2

RECOGNITION OF MOBILITY IN THE CAREER

Questions	% Global	% Global	%Global	%Global
	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
According to you, the recognition of mobility (international mobility, change of establishment, etc.) in career development is an element to be promoted?	13,7	71,3	11,6	3,4

TRAINING AND DEVELOPMENT

Questions	% Global No/ Rather No	% Global Yes / rather yes	%Global NSP/ NSPR	%Global DON'T FEEL CONCERNED
I seek to improve my skills and knowledge through various means (training, workshops, conferences ...)	6,9	90,1	1,1	1,9
Did you know that UNICAEN publishes a training plan every year?	20,5	78,1	1,4	0,0
Did you know that UNICAEN offers teachers and teacher-researchers training adapted to their teaching activities?	25,1	73,7	0,6	0,6
Do you know where to find the information?	42,7	56,1	0,6	0,6
According to you, UNICAEN offers BIATSS/ITA looking for training adapted to their activities	41,6	48,7	9,7	0,0
According to you, UNICAEN should systematically offer specific training to laboratory directors when they take up their duties?	4,3	74,9	7,2	13,6

SUPERVISION

Questions	% Global	% Global	%Global	%Global
	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
According to you, team or project leaders ensure their role of professional support and supervision of new researchers?	23,1	58,2	15,4	3,3

DOCTORAL STUDENTS/POST-DOCTORAL

PROFESSIONAL INTEGRATION

Questions	% Global	% Global	%Global	%Global
	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
According to you, doctoral training promotes the professional integration of doctors?	42,6	36,8	17,3	3,3
According to you, post-doc contracts are springboards for the professional integration of doctors?	20,6	57,3	18,4	3,7

REPRESENTATIVENESS WITHIN THE LABORATORY

Questions	% Global	% Global	%Global	%Global
	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
Are PhD students represented on the laboratory council?	2,5	86,0	11,0	0,5
PhD students and post-docs have the opportunity to present their work in the laboratory?	3,0	96,5	0,5	0,0

ECOSYSTEM KNOWLEDGE

Questions	% Global	% Global	%Global	%Global
	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
Have you read the rules of procedure of your Doctoral School?	13,3	86,7	0,0	0,0
Have you read the UNICAEN thesis charter?	25,0	75,0	0,0	0,0

NON-DISCRIMINATION / DISABILITY

NON-DISCRIMINATION

	% Global	% Global	%Global	%Global
Questions	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
According to you, UNICAEN respects differences and treats equally people regardless of ethnic origin	1,9	75,3	20,9	1,9
According to you, UNICAEN respects differences and treats people of all genders equally.	9,4	70,8	18,5	1,3
According to you, UNICAEN respects differences and treats people of any age equally.	11,0	69,2	18,7	1,1
According to you, UNICAEN respects differences and treats equally people regardless of religion or belief.	1,3	73,7	22,0	3,0
According to you, UNICAEN respects differences and treats equally the persons regardless of sexual orientation	1,3	71,0	24,7	3,0
According to you, UNICAEN respects differences and treats people with disabilities equally.	5,6	68,4	23,9	2,1
Do you know who to contact in case of discrimination or to prevent such acts from occurring or recurring?	61,4	33,2	2,7	2,7
Did you know that UNICAEN published a professional equality plan between women and men in March 2021?	44,0	53,6	0,5	1,9

HANDICAP

	% Global	% Global	%Global	%Global
Questions	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
In your opinion, the university sufficiently supports staff with disabilities on their posts?	10,5	24,4	56,0	9,1
Did you know that there is a disability correspondent within the HR Direction?	48,8	42,9	2,1	6,2

WORKING CONDITIONS AND ORGANISATION

WORK-LIFE BALANCE

	% Global	% Global	%Global	%Global
Questions	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
Do you feel that your professional activities are encroaching on your personal life?	26,5	72,1	1,1	0,3

BALANCE BETWEEN RESEARCH MISSIONS AND OTHER ACTIVITIES (TR-IGR)

	% Global	% Global	%Global	%Global
Questions	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
Are you able to find a balance between your research, teaching, administrative tasks and collective activities?	63,5	34,3	0,5	1,7
What should be put in place to find a balance between these different missions?	113 Reviews			

RECOGNITION AT WORK

	% Global	% Global	%Global	%Global
Questions	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FELL CONCERNED
Do you feel like you are participating in the life of your structure?	12,7	85,7	1,6	0,0
Do you feel that your work is useful to your structure?	11,0	84,7	4,0	0,3
Do you feel that your work is recognized within your structure?	33,9	61,3	4,8	0,0

HRS4R: QUESTIONNAIRE "ETHICAL AND PROFESSIONAL ASPECTS"

SOCIO-DEMOGRAPHIC DATA

Introductory comments: 524 total connections to Limesurvey

50 simple connections (without entering the questionnaire): removed from the count

28 "respondents" removed from the count (answers or connections to socio-demographic questions only)

Working base: 446 respondents
Software used: JASP

GENDER

	Number of respondents	% of respondents
Men	213	47,8
Women	229	51,3
Does not wish to reply	4	0,9
Total	446	100

AGE

	Number of respondents	%
Less than 25	38	8,5
26 - 35 years	128	28,7
36 - 45 years	88	19,7
46 - 55 years	134	30,1
56 - 65 years	57	12,8
Over 65 years	1	0,2
Total	446	100

CATEGORY / STATUS

	Number of respondents	%	Bi2SE	SHS	ST	Other
EC - University Professor / PU-PH (PR)	56	12,5	14	27	13	2
EC - University Lecturer - HDR	57	12,8	22	16	16	3
EC - University Lecturer / MCU-PH (MCF)	53	11,9	12	30	8	3
Director of Research for Large Organizations (DIR)	2	0,4	1		1	
Research Officer for large organizations	0	0,0				
ATER (ATER)	16	3,6	2	10	3	1
PRAG / PRCE (PRAG)	1	0,2	0	0	1	0
PAST (PAST)	0	0,0				
Reader (LECT)	0	0,0				
Post-doctoral fellow (POSTD)	26	5,8	15	5	5	1
PhD student (DOCT)	103	23,1	32	35	28	8
ITRF/ITA IGR (IGR)	21	4,7	5	5	5	6
ITRF/ITA IGE (IGE)	20	4,5	3	5	3	9
ITRF/ITA ASI (ASI)	5	1,1	2	1	0	2
ITRF/ITA Technician (TECH)	33	7,4	10	3	7	13
ATRF C (ATRF)	15	3,4	1	2	4	8
Administrative Staff A (ADMA)	19	4,3	0	6	2	11
Administrative Staff B (ADMB)	7	1,6	1	2	1	3
Administrative Staff C (ADMC)	8	1,8	1	4	1	2
Other	4	0,9	0	1		3
Total	446,	100.0		152	98	75

STATUS

	Number of respondents	% of respondents
Permanent	256	57,4
Contractual fixed-term contract	143	32,0
Contractual contract	16	3,6
Other	31	7,0
Total	446	100,0

POLE

	Number of respondents	%
B2ISE	121	27,1
SHS	152	34,1
ST	98	22,0
Other	75	16,8
Total	446	100,0

RESEARCH STRUCTURE

	Number of respondents	%
YOUR	146	32,7
UMR	189	42,4
UAR or US, including technical platforms	14	3,2
Component /management (central service, common service, etc.)	84	18,8
Other	13	2,9
Total	446	100,0

RESEARCH FREEDOM

	% Global	% Global	% Global	% Global
Questions	No/ Rather	No Yes/ Mostly yes	NSP/ NSPR	DON'T FEEL CONCERNED
I feel free of my research orientations	11.7	70.4	2,4	15,5
I feel autonomous in my research work	6.5	79.8	0,9	12,8

REGULATIONS AND PROCEDURES APPLICABLE TO RESEARCH

	% Global	% Global	% Global	% Global
Questions	No/ Rather No	Yes / rather yes	NSP/ NSPR	DON'T FEEL CONCERNED
I inquire about the regulations applicable to my activity (national regulations, contractual obligations, publication, necessary authorizations, etc.)	24,1	66,3	1,5	8,1
Information on the regulations applicable to my activity (national regulations, contractual obligations, publication, necessary authorizations, etc.) is easily accessible	32,7	48,9	9,3	9,1
I inquire about the objectives and funding mechanisms of my research environment (ANR, EU, region...)	21,4	66,6	0,7	11,3
Information on the objectives and funding mechanisms of my research environment (ANR, EU, region...) are easily accessible	39,3	43,0	7,4	10,3

DEONTOLOGY, ETHICS AND SCIENTIFIC INTEGRITY

DEONTOLOGY, ETHICAL PRINCIPLES

Questions	% Global No/Rather No	% Global Yes / rather yes	% Global NSP/ NSPR	% Global DON'T FEEL CONCERNED
I inquire about ethical aspects and deontology in research	26,6	62,1	1,9	9,4
Information on ethical and deontological aspects is easily accessible	34,7	42,8	12,8	9,7
Do you know the French charter of ethics for research professions (2015)?	70,5	23,2	0,8	5,5

PROTECTION AND CONSERVATION OF DATA

Questions	% Global No/Rather No	% Global Yes / rather yes	% Global NSP/ NSPR	% Global DON'T FEEL CONCERNED
I easily adopt safe working methods in terms of risk prevention concerning data protection and confidentiality	22,4	67,4	3,4	6,8
Professional conduct, ethical principles and scientific integrity	35,8	44,4	13,8	6,0
Do you have a methodology for preserving scientific data?	35,0	52,7	1,8	10,5
Have you ever used the Data Protection Officer (DPO) in the context of the research you carry out or participate in (e.g. collection of sensitive data)?	76,2	11,5	1,6	10,7
Have you ever used the CISO* for questions related to securing your research data?	77,3	10,7	1,3	10,7

SCIENTIFIC INTEGRITY

Questions	% Global No/Rather No	% Global Yes / rather yes	% Global NSP/ NSPR	% Global DON'T FEEL CONCERNED
I learn about aspects of scientific integrity (Plagiarism, falsification, data fabrication)	24,1	67,2	0,0	8,7
Information on scientific integrity is easily accessible	26,8	49,9	13,6	9,7
Do you ever use an anti-plagiarism tool (e.g. Compilatio)?	75,8	10,8	0,3	13,1
Did you know that there is an institution-wide scientific integrity referent?	72,4	22,6	0,5	4,5

PREVENTION, HEALTH, SAFETY

Questions	% Global No/ Rather No	% Global Yes / rather yes	% Global NSP/ NSPR	% Global DON'T FEEL CONCERNED
I easily adopt safe working methods in terms of risk prevention (health, safety of people, safety of equipment)	5,9	77,4	2,4	14,3
Information on the prevention of risks concerning the health, safety of personnel and equipment is accessible	19,7	63,3	7,6	9,4
Do you know the safety rules of your structure?	23,2	68,2	2,4	6,2
Do you know the internal rules of your structure?	20,5	72,8	4,0	2,7
Do you know your structure's occupational health and safety register (OHSR)?	32,6	60,1	5,1	2,2
According to you, does your structure have a single occupational risk assessment document (DUERP)?	13,2	51,2	31,8	3,8
According to you, has a prevention assistant been appointed within your structure?	9,4	64,4	23,2	3,0

OPEN SCIENCE

Questions	% Global No/Rather No	% Global Yes / rather yes	% Global NSP/ NSPR	% Global DON'T FEEL CONCERNED
I inquire about the means to implement to make my research accessible (open access)	21,4	66,7	1,1	10,8
I inquire about the means to implement to make my data accessible (open data)	30,4	54,7	1,9	13,0
Do you know the requirements of donors (ANR…) in terms of open access and open data?	57,4	33,6	2,2	6,8
Did you know that the SCD can support you on open access and open data?	64,2	25,5	3,3	7,0

PUBLIC ENGAGEMENT

Questions	% Global No/Rather No	% Global Yes / rather yes	% Global NSP/ NSPR	% Global DON'T FEEL CONCERNED
Is the research you conduct or participate in part of a sustainable development and social responsibility approach?	31,9	38,4	16,3	13,4
Are you involved in science popularization actions?	28,4	61,0	1,9	8,7

RESEARCH SUPPORT

Questions	% Global No/ Rather No	% Global Yes / rather yes	% Global NSP/ NSPR	% Global DON'T FEEL CONCERNED
Are the facilities offered by the institution suitable and sufficient to support my research activities?	18,5	65,4	5,0	11,1
Are the infrastructures (non-digital) offered by the institution adapted and sufficient to support my research activities?	18,3	62,0	6,4	13,3
The digital infrastructures and services (video, unicloud) offered by the institutionhave adapted and sufficient to support my research activities?	18,8	67,6	4,7	8,9
Are you satisfied with the support (administrative and financial set-up) that the institution provides you in the implementation of your responses to calls for projects (AAP)?	20,8	26,3	19,9	33,0
According to you, the interoperability* of UNICAEN's internal information systems would bring added value/time savings	7,7	49,3	30,5	12,5
According to you, for multi-supervisory laboratories, the interoperability of the information systems of the different supervisory authorities would bring added value / time savings.	6,1	46,0	24,6	23,3

FINANCIAL ASPECTS

Questions	% Global No/ Rather No	% Global Yes / rather yes	% Global NSP/ NSPR	% Global DON'T FEEL CONCERNED
Do you know the consolidated budget* of your structure?	72,3	20,5	2,2	5