

Page 1

* 1. I ...

consider myself a researcher.

do not fall into one of the above categories.

Go to **alternative thank-you page** if

1. I ...

is *do not fall into one of the above categories.*

Page 2

BACKGROUND

* 2. What is your gender?

Male

Female

* 3. What is your year of birth?

1994 or later	5
1993	
1992	
1991	
1990	
1989	
1988	
1987	
1986	
1985	6
1984	

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* 4. What is your country of residence?

Austria	5
Belgium	
Bulgaria	
Cyprus	
Czech Republic	
Denmark	
Estonia	
Finland	
France	
Germany	6
Greece	

*** 5. What is your country of citizenship?**

If you have two citizenships you may indicate both.

Austria	5
Belgium	
Bulgaria	
Cyprus	
Czech Republic	
Denmark	
Estonia	
Finland	
France	
Germany	
Greece	
Hungary	6

Additional options (question 5)

- ▶ Min. selections required: 1
- ▶ Max. selections allowed: 2

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*** 7. What is your status?**

- In couple with children
- In couple without children
- Single with children
- Single without children

- Prefer not to disclose

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EDUCATION AND TRAINING

In this section we would like to ask you about the diplomas/degrees you attained during higher education, when these were completed and the countries in which you studied.

*** 8. Did you obtain a higher education (=post -secondary) degree?**

- Yes
- No

Go to **page 8** if
8. Did you obtain a higher education (=post-secondary) degree?
is No

Page 6

Please indicate below all higher education diplomas/degrees you obtained and their details. We refer to post -secondary education, i.e. under-graduate, graduate and post -graduate degrees.

- | You may include more than one diploma/degree of the same level (e.g. two or more master degrees).
- | If you obtained a PhD degree, please include this.

*** 9. Please indicate below all higher education (=post-secondary) diplomas/degrees you obtained.**

If you have less than 5 diplomas/degrees, please tick N/A in the remaining rows.

	Undergraduate (bachelor or equivalent)	Graduate (master or equivalent)	Postgraduate (PhD or equivalent)	Year	N/A
Diploma/Degree 1	Jm	Jm	Jm	Select one 6	Jm
Diploma/Degree 2	Jm	Jm	Jm	Select one 6	Jm
Diploma/Degree 3	Jm	Jm	Jm	Select one 6	Jm
Diploma/Degree 4	Jm	Jm	Jm	Select one 6	Jm
Diploma/Degree 5	Jm	Jm	Jm	Select one 6	Jm

- Go to page 8 if
 - 9.1. Diploma/Degree 1 is empty
 - and
 - 9.2. Diploma/Degree 2 is empty
 - and
 - 9.3. Diploma/Degree 3 is empty
 - and
 - 9.4. Diploma/Degree 4 is empty
 - and
 - 9.5. Diploma/Degree 5 is empty

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*** 10. What was the field of study for these degrees?**

If you took a particular degree at more than one higher education institution, in more than one field of science or in more than one country at the same time, please provide the respective information you consider to be of foremost relevance for this particular degree.

	Natural Sciences	Engineering and Technology	Medical Sciences	Agricultural Sciences	Social Sciences	Humanities
Diploma/Degree 1: \$\$\$Quest9~1_1\$\$\$ in \$\$\$Quest9~1_2\$\$\$	Jm	Jm	Jm	Jm	Jm	Jm
Diploma/Degree 2: \$\$\$Quest9~2_1\$\$\$ in \$\$\$Quest9~2_2\$\$\$	Jm	Jm	Jm	Jm	Jm	Jm
Diploma/Degree 3: \$\$\$Quest9~3_1\$\$\$ in \$\$\$Quest9~3_2\$\$\$	Jm	Jm	Jm	Jm	Jm	Jm
Diploma/Degree 4: \$\$\$Quest9~4_1\$\$\$ in \$\$\$Quest9~4_2\$\$\$	Jm	Jm	Jm	Jm	Jm	Jm
Diploma/Degree 5: \$\$\$Quest9~5_1\$\$\$ in \$\$\$Quest9~5_2\$\$\$	Jm	Jm	Jm	Jm	Jm	Jm

Additional options (question 10)

- Extraction based on:

*** 11. Was this a joint degree between institutions in different countries?
In which country did you graduate?**

A joint degree is a degree officially issued by two institutions.

	Yes	No	Country of Graduation
Diploma/Degree 1: \$\$\$Quest9~1_1\$\$\$ in \$\$\$Quest9~1_2\$\$\$	<input type="checkbox"/>	<input type="checkbox"/>	Select one <input type="text" value="6"/>
Diploma/Degree 2: \$\$\$Quest9~2_1\$\$\$ in \$\$\$Quest9~2_2\$\$\$	<input type="checkbox"/>	<input type="checkbox"/>	Select one <input type="text" value="6"/>
Diploma/Degree 3: \$\$\$Quest9~3_1\$\$\$ in \$\$\$Quest9~3_2\$\$\$	<input type="checkbox"/>	<input type="checkbox"/>	Select one <input type="text" value="6"/>
Diploma/Degree 4: \$\$\$Quest9~4_1\$\$\$ in \$\$\$Quest9~4_2\$\$\$	<input type="checkbox"/>	<input type="checkbox"/>	Select one <input type="text" value="6"/>
Diploma/Degree 5: \$\$\$Quest9~5_1\$\$\$ in \$\$\$Quest9~5_2\$\$\$	<input type="checkbox"/>	<input type="checkbox"/>	Select one <input type="text" value="6"/>

Additional options (question 11)

- ▶ Extraction based on:

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CURRENT EMPLOYMENT AS A RESEARCHER (INCLUDING PHD)

In this section we would like to ask you a number of details on your current employment situation as a researcher, including if you are currently working/studying as PhD researcher.

*** 12. What is your main field of research in your current position?**

- Natural Sciences
- Engineering and Technology
- Medical Sciences
- Agricultural Sciences
- Social Sciences
- Humanities

*** 13. In which career stage would you currently situate yourself?**

- R1 First Stage Researcher** (doctoral candidate stage or equivalent, without having undertaken a doctorate)
- R2 Recognized Researcher** (PhD holder or equivalent who is not yet fully independent; post-doctoral stage)
- R3 Established Researcher** (researcher who has developed a level of independence; research specialist or manager, senior lecturer, senior scientist, ...)
- R4 Leading Researcher** (researcher leading his/her research area or field; professor stage)

📌 Go to **page 9** if

📌 13. In which career stage would you currently situate yourself?

📌 is R1 First Stage Researcher (doctoral candidate stage or equivalent, without having undertaken a doctorate)...

📌 Else go to **page 11**

Page 9

* 14. Are you currently working on a PhD or enrolled in a doctoral program?

Yes

No

Go to **page 13** if

14. Are you currently working on a PhD or enrolled in a doctoral program?

is No

Page 10

* 15. In what year of your PhD are you currently studying?

1st

2nd

3rd

4th

5th or more

Else go to **page 13**

Page 11

* 16. Are you currently in a so-called “dual position”, whereby you are employed both in the university (or higher education institution) and another sector?

Yes

No

Go to **page 13** if

16. Are you currently in a so-called “dual position”, whereby you are employed both in the university (or higher education institution) and another sector?...

is No

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* 17. Please indicate which other sector:

Public or government sector, e.g., research performing organisation

Private, not-for-profit sector, e.g., research foundation, NGO

Private industry (including SMEs)

* 18. Is your university employment your primary employment?

Yes

No

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Could you please fill out the following questions with regard to your **current academic** employment position?

- | *By 'employment' we mean all researchers, including those doing a PhD, whether or not they are employees, civil servants, students etc.*
- | *If you have more than one paid academic post, please only consider the primary one.*

*** 19. Employed since**

2012	5
2011	
2010	
2009	
2008	
2007	
2006	
2005	
2004	
2003	6
2002	

*** 20. Country of employer**

Austria	5
Belgium	
Bulgaria	
Cyprus	
Czech Republic	
Denmark	
Estonia	
Finland	
France	
Germany	6
Greece	

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*** 21. Type of contract**

- No contract (regarded as a student)
- Fixed term <= 1 years
- Fixed term >1-2 years
- Fixed term >2-4 years
- Fixed term > 4 years
- Permanent contract
- Self-employed
- Other:

*** 22. Type of position**

- Full-time
- Part-time, more than 50%
- Part-time, 50%
- Part-time, less than 50%

* 23. Status

- Civil servant
- Employee
- Student
- Self-employed
- Other:

* 24. Teaching activities

(as % of your overall working time)

- None
- 25% or less
- 26-50%
- 51-75%
- 76-100%

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25. Please indicate your satisfaction with each factor as it relates to your current position:

If a factor is not applicable to your current position, please tick N/A.

	Satisfied	Dissatisfied	N/A
Dynamism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intellectual challenge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Degree of independence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contribution to society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunities for advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mobility perspectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reputation of employer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input style="width: 545px; height: 15px;" type="text"/>			

- ➡ Go to **page 19** if
 - ➡ 5. What is your country of citizenship? If you have two citizenships you may indicate both.
 - ➡ **less than** Afghanistan
 - ➡ or
 - ➡ 20. Country of employer
 - ➡ **greater than** United Kingdom

*** 26. You are a non-EU researcher currently working in the EU. Please indicate below the effects, if any, of your current stay in Europe.**

If an effect is not applicable, please tick N/A.

	Strongly decreased	Decreased	Remained unchanged	Increased	Strongly increased	N/A
Quality of output, e.g., publications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Number of co-authored publications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Number of patents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Citation impact of your publications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advanced research skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
International contacts/network	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National contacts/network	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to obtain national research funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to obtain international research funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
“Recognition” in the research community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job options in academia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job options outside of academia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Progression in salary and financial conditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of life for you/your family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify: <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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*** 27. Which difficulties have you faced in your move to Europe (please tick as appropriate)?**

- | | |
|--|---|
| <input type="checkbox"/> Language | <input type="checkbox"/> Maintaining your current level of remuneration (salary, other financial incentives etc.) |
| <input type="checkbox"/> Obtaining a visa or work permit | <input type="checkbox"/> Obtaining access to facilities/equipment necessary for your research |
| <input type="checkbox"/> Obtaining funding for your research | <input type="checkbox"/> Obtaining funding for your return mobility |
| <input type="checkbox"/> Transfer of research funding | <input type="checkbox"/> Transfer of your pension/social security rights |
| <input type="checkbox"/> Finding a job for your spouse | <input type="checkbox"/> Finding a suitable researcher position |
| <input type="checkbox"/> Finding adequate accommodation | <input type="checkbox"/> Finding suitable child-care/schooling for children |
| <input type="checkbox"/> Other:
<input type="text"/> | |

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* 28. How does working as a researcher outside the EU compare to inside the EU? Please indicate if something was worse, similar or better outside the EU than in the EU.

If a factor is not applicable, please tick N/A.

	Worse	Similar	Better	N/A
Research funding	Jm	Jm	Jm	Jm
Availability of suitable positions	Jm	Jm	Jm	Jm
Career progression	Jm	Jm	Jm	Jm
Job security	Jm	Jm	Jm	Jm
Industry collaboration	Jm	Jm	Jm	Jm
Research facilities and equipment	Jm	Jm	Jm	Jm
Quality of training and education	Jm	Jm	Jm	Jm
Teaching obligations	Jm	Jm	Jm	Jm
Research excellence	Jm	Jm	Jm	Jm
Independence (autonomy) as a researcher	Jm	Jm	Jm	Jm
Quality of life	Jm	Jm	Jm	Jm
Remuneration (salary, other financial incentives etc.)	Jm	Jm	Jm	Jm
Social security and pension plan	Jm	Jm	Jm	Jm
Other:	Jm	Jm	Jm	Jm

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* 29. Overall, how confident do you feel about the future prospects for your research career?

Jm I feel **very confident** about the future prospects for my research career

Jm I feel **somewhat confident** about the future prospects for my research career

Jm I **lack confidence** about the future prospects for my research career

Jm I **very much lack confidence** about the future prospects for my research career

- Go to **page 20** if
 - 13. In which career stage would you currently situate yourself?
 - is R1 First Stage Researcher (doctoral candidate stage or equivalent, without having undertaken a doctorate)...
 - and
 - 14. Are you currently working on a PhD or enrolled in a doctoral program?
 - is Yes
- Go to **page 20** if
 - 13. In which career stage would you currently situate yourself?
 - is R2 Recognized Researcher (PhD holder or equivalent who is not yet fully independent; post-doctoral stage)...
 - and
 - 9.1. Diploma/Degree 1
 - is Postgraduate (PhD or equivalent)
- Go to **page 20** if
 - 13. In which career stage would you currently situate yourself?
 - is R2 Recognized Researcher (PhD holder or equivalent who is not yet fully independent; post-doctoral stage)...
 - and
 - 9.2. Diploma/Degree 2
 - is Postgraduate (PhD or equivalent)
- Go to **page 20** if
 - 13. In which career stage would you currently situate yourself?
 - is R2 Recognized Researcher (PhD holder or equivalent who is not yet fully independent; post-doctoral stage)...

and

9.3. Diploma/Degree 3

is Postgraduate (PhD or equivalent)

Go to page 20 if

13. In which career stage would you currently situate yourself?

is R2 Recognized Researcher (PhD holder or equivalent who is not yet fully independent; post-doctoral stage)...

and

9.4. Diploma/Degree 4

is Postgraduate (PhD or equivalent)

Go to page 20 if

13. In which career stage would you currently situate yourself?

is R2 Recognized Researcher (PhD holder or equivalent who is not yet fully independent; post-doctoral stage)...

and

9.5. Diploma/Degree 5

is Postgraduate (PhD or equivalent)

Go to page 20 if

13. In which career stage would you currently situate yourself?

is R2 Recognized Researcher (PhD holder or equivalent who is not yet fully independent; post-doctoral stage)...

Go to page 20 if

13. In which career stage would you currently situate yourself?

is R2 Recognized Researcher (PhD holder or equivalent who is not yet fully independent; post-doctoral stage)...

Go to page 50 if

13. In which career stage would you currently situate yourself?

is R1 First Stage Researcher (doctoral candidate stage or equivalent, without having undertaken a doctorate)...

Else go to page 34

Page 20

ABOUT YOUR PHD TRAINING AND MOBILITY EXPERIENCE

In this section we would like to ask you about your PhD and about your structural training and international visits or mobility during this period.

Concerning your PhD research work, which of the following were/are your financial resources?
Please select one primary and one secondary source (where appropriate).

* 30. Primary

Yourself, your family or other private source

Your institution or department

A national government funding body

A charitable organisation

A European funding body

Funding from industry

Other:

Unknown

31. Secondary

- Yourself, your family or other private source
- Your institution or department
- A national government funding body
- A charitable organisation
- A European funding body
- Funding from industry
- Other:
- Unknown

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Doctoral training

* 32. During your PhD training, did you undertake any work placement or internship outside the university or higher education institution?

- Yes
- No

Go to **page 23** if

32. During your PhD training, did you undertake any work placement or internship outside the university or higher education institution?...

is No

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* 33. Please indicate in which sector(s) you undertook any work placement or internship (outside the university or higher education institution):

- Public or government sector**, e.g., research performing organisation
- Private, not-for-profit sector**, e.g., research foundation, NGO
- Private industry** (including SMEs)

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* 34. Please indicate below the 'structured' training modules on the general skill development you received during your doctorate.

- Communication and presentation skills
- Project management
- Time management
- Intellectual property rights
- Other:
- I received no structured training
- Entrepreneurship
- Grant/proposal writing
- People management
- Ethics

Go to **page 25** if

34. Please indicate below the 'structured' training modules on the general skill development you received during your doctorate....

is I received no structured training

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*** 35. How much structured training did you receive in total per year?**

- Less than 1 week
- 1 to 2 weeks
- 2 to 3 weeks
- 3 weeks or more
- Do not know

*** 36. Do/Did you get ECTS (European Credit Transfer and Accumulation System) credits for at least one of the training models you received?**

- Yes
- No
- Do not know

*** 37. In general, to what extent was this 'structured training' useful?**

- Very useful
- Useful
- Not very useful
- Not useful at all

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38. During your PhD in general, are/were you satisfied with ...

If an aspect is not applicable, please tick N/A.

	Satisfied	Dissatisfied	N/A
Opportunities for your professional development, e.g. training?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support and guidance for your personal and professional development?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of independence, such as access to and management of project funding and supervision of students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possibility to participate in decision-making processes at your institution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Go to page 26 if

13. In which career stage would you currently situate yourself?

is R2 Recognized Researcher (PhD holder or equivalent who is not yet fully independent; post-doctoral stage)...

Else go to page 27

Page 26

39. During your post-doc or equivalent, are you satisfied with the following aspects?

If an aspect is not applicable, please tick N/A.

	Satisfied	Dissatisfied	N/A
Opportunities for your professional development, e.g. training?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support and guidance for your personal and professional development?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of independence, such as access to and management of project funding and supervision of students?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Possibility to participate in decision-making processes at your institution?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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International mobility during PhD

* 40. Did/will you obtain your PhD in a country other than the one where you obtained your previous degree (the degree that gave you access to the PhD)?

Yes

No

Do not know

Go to **page 28** if

40. Did/will you obtain your PhD in a country other than the one where you obtained your previous degree (the degree that gave you access to the PhD)?...

is Yes

Else go to **page 29**

Page 28

* 41. Which of the following factors were important/not important for your decision to obtain your PhD in another country?

If a factor is not applicable, please tick N/A.

	Important	Not important	N/A
Availability of research funding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Availability of a suitable PhD position	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career progression (positive impact on your future career)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Facilities and equipment for your research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working with leading experts (star scientists)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research autonomy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of training and education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Culture and/or language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal/family reasons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Remuneration (salary, other financial incentives etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social security and pension system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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* 42. During your PhD, did you move for 3 months or more to another country than the country where you did/will obtain your PhD?

Yes

No

- Go to **page 30** if
 - 42. During your PhD, did you move for 3 months or more to another country than the country where you did/will obtain your PhD?...
 - is Yes
- Go to **page 32** if
 - 42. During your PhD, did you move for 3 months or more to another country than the country where you did/will obtain your PhD?...
 - is No
 - and
 - 40. Did/will you obtain your PhD in a country other than the one where you obtained your previous degree (the degree that gave you access to the PhD)?...
 - is No
- Go to **page 50** if
 - 13. In which career stage would you currently situate yourself?
 - is R1 First Stage Researcher (doctoral candidate stage or equivalent, without having undertaken a doctorate)...
- Else go to **page 34**

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* 43. To which country(ies) was this?

- Austria
- Belgium
- Bulgaria
- Cyprus
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Germany
- Greece
- Hungary

Additional options (question 43)

Go to page 31 if

40. Did/will you obtain your PhD in a country other than the one where you obtained your previous degree (the degree that gave you access to the PhD)?...

is not Yes

Go to page 50 if

13. In which career stage would you currently situate yourself?

is R1 First Stage Researcher (doctoral candidate stage or equivalent, without having undertaken a doctorate)...

Else go to page 34

Page 31

* 44. Which of the following factors were important/not important for your decision to move to another country?

If a factor is not applicable, please tick N/A.

	Important	Not important	N/A
Availability of research funding	Jm	Jm	Jm
Availability of a suitable PhD position	Jm	Jm	Jm
Career progression (positive impact on your future career)	Jm	Jm	Jm
Facilities and equipment for your research	Jm	Jm	Jm
Working with leading experts (star scientists)	Jm	Jm	Jm
Research autonomy	Jm	Jm	Jm
Quality of training and education	Jm	Jm	Jm
Culture and/or language	Jm	Jm	Jm
Personal/family reasons	Jm	Jm	Jm
Remuneration (salary, other financial incentives etc.)	Jm	Jm	Jm
Social security and pension system	Jm	Jm	Jm
Job security	Jm	Jm	Jm
Working conditions	Jm	Jm	Jm
Other:	Jm	Jm	Jm

Go to page 50 if

13. In which career stage would you currently situate yourself?

is R1 First Stage Researcher (doctoral candidate stage or equivalent, without having undertaken a doctorate)...

Else go to page 34

Page 32

* 45. Did you ever consider taking part or all of your PhD in a country other than the one in which you obtained your previous degree?

- Yes, I was offered a position in another country but I turned it down
- Yes, I considered it and I have undertaken some effort to become mobile
- Yes, I considered it but I never searched for a concrete opportunity
- No, I never considered it

Go to **page 34** if

45. Did you ever consider taking part or all of your PhD in a country other than the one in which you obtained your previous degree?...

is No, I never considered it

and

13. In which career stage would you currently situate yourself?

is not R1 First Stage Researcher (doctoral candidate stage or equivalent, without having undertaken a doctorate)...

Go to **page 50** if

13. In which career stage would you currently situate yourself?

is R1 First Stage Researcher (doctoral candidate stage or equivalent, without having undertaken a doctorate)...

and

45. Did you ever consider taking part or all of your PhD in a country other than the one in which you obtained your previous degree?...

is No, I never considered it

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* 46. Were these factors important in stopping you from taking part or all of your PhD in another country? Potential problems with ...

If a factor is not applicable, please tick N/A.

	Important	Not important	N/A
Loss of contact with your professional network	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilities and equipment for your research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of training and education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding a suitable position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtaining funding for your mobility/research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transferring your research funding to another country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtaining a visa or work permit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language and/or culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Logistics (finding accommodation, child-care or schooling for children, finding a job for your partner,...)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other personal/family reasons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other: <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Go to **page 50** if

13. In which career stage would you currently situate yourself?

is R1 First Stage Researcher (doctoral candidate stage or equivalent, without having undertaken a doctorate)...

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YOUR GEOGRAPHICAL MOBILITY EXPERIENCE AS A RESEARCHER

Mobility of >= 3 months

Below is a number of questions about your mobility experiences after your highest educational qualification (PhD or other). We are interested in international moves of 3 months or more, including both research visits and changes of employer.

*** 47. After your highest educational qualification (PhD or other), how would you typify your international mobility experience?**

- I have worked abroad for more than 3 months at least once in the last 10 years
- I have worked abroad for more than 3 months, but this was more than 10 years ago
- I have never worked abroad for more than 3 months

Go to **page 35** if

- 47. After your highest educational qualification (PhD or other), how would you typify your international mobility experience?...
 - is I have worked abroad for more than 3 months at least once in the last 10 years

Else go to **page 45**

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*** 48. Please indicate the international steps/moves in the last 10 years of your researcher career after your PhD up to (but excluding) your current position (which is filled out above).**

You can provide up to 8 instances of mobility (either or not accompanied by a change in employer).

If you made less than 8 international steps/moves, please tick N/A in the remaining rows.

Please place the most recent move first.

	Year in which you moved	Destination country	N/A
Move 1 (most recent move)	<input type="text"/>	Select one <input type="text"/>	<input type="checkbox"/>
Move 2	<input type="text"/>	Select one <input type="text"/>	<input type="checkbox"/>
Move 3	<input type="text"/>	Select one <input type="text"/>	<input type="checkbox"/>
Move 4	<input type="text"/>	Select one <input type="text"/>	<input type="checkbox"/>
Move 5	<input type="text"/>	Select one <input type="text"/>	<input type="checkbox"/>
Move 6	<input type="text"/>	Select one <input type="text"/>	<input type="checkbox"/>
Move 7	<input type="text"/>	Select one <input type="text"/>	<input type="checkbox"/>
Move 8	<input type="text"/>	Select one <input type="text"/>	<input type="checkbox"/>

Additional options (question 48)

- ▶ Validation: integer
- ▶ Min value: 2000
- ▶ Max value: 2012

Go to **page 45** if

- 48.1. Move 1 (most recent move)
 - is empty
- and
 - 48.2. Move 2
 - is empty
- and
 - 48.3. Move 3
 - is empty
- and

48.4. Move 4
 is empty
 and
 48.5. Move 5
 is empty
 and
 48.6. Move 6
 is empty
 and
 48.7. Move 7
 is empty
 and
 48.8. Move 8
 is empty

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*** 49. What was the duration of each step?**

	3 months to 6 months	+6 months to 1 year	+ 1 year to 2 years	+ 2 years to 3 years	More than 3 years
Move 1: to \$\$\$Quest48~1_2\$\$\$ in \$\$\$Quest48~1_1\$\$\$	jm	jm	jm	jm	jm
Move 2: to \$\$\$Quest48~2_2\$\$\$ in \$\$\$Quest48~2_1\$\$\$	jm	jm	jm	jm	jm
Move 3: to \$\$\$Quest48~3_2\$\$\$ in \$\$\$Quest48~3_1\$\$\$	jm	jm	jm	jm	jm
Move 4: to \$\$\$Quest48~4_2\$\$\$ in \$\$\$Quest48~4_1\$\$\$	jm	jm	jm	jm	jm
Move 5: to \$\$\$Quest48~5_2\$\$\$ in \$\$\$Quest48~5_1\$\$\$	jm	jm	jm	jm	jm
Move 6: to \$\$\$Quest48~6_2\$\$\$ in \$\$\$Quest48~6_1\$\$\$	jm	jm	jm	jm	jm
Move 7: to \$\$\$Quest48~7_2\$\$\$ in \$\$\$Quest48~7_1\$\$\$	jm	jm	jm	jm	jm
Move 8: to \$\$\$Quest48~8_2\$\$\$ in \$\$\$Quest48~8_1\$\$\$	jm	jm	jm	jm	jm

Additional options (question 49)

► Extraction based on:

* 50. Did you change employer and what was your main motive to move to each of these countries?

	Yes	No	Main motive
Move 1: to \$\$\$Quest48~1_2\$\$\$ in \$\$\$Quest48~1_1\$\$\$	Jm	Jm	Select one <input type="text" value="6"/>
Move 2: to \$\$\$Quest48~2_2\$\$\$ in \$\$\$Quest48~2_1\$\$\$	Jm	Jm	Select one <input type="text" value="6"/>
Move 3: to \$\$\$Quest48~3_2\$\$\$ in \$\$\$Quest48~3_1\$\$\$	Jm	Jm	Select one <input type="text" value="6"/>
Move 4: to \$\$\$Quest48~4_2\$\$\$ in \$\$\$Quest48~4_1\$\$\$	Jm	Jm	Select one <input type="text" value="6"/>
Move 5: to \$\$\$Quest48~5_2\$\$\$ in \$\$\$Quest48~5_1\$\$\$	Jm	Jm	Select one <input type="text" value="6"/>
Move 6: to \$\$\$Quest48~6_2\$\$\$ in \$\$\$Quest48~6_1\$\$\$	Jm	Jm	Select one <input type="text" value="6"/>
Move 7: to \$\$\$Quest48~7_2\$\$\$ in \$\$\$Quest48~7_1\$\$\$	Jm	Jm	Select one <input type="text" value="6"/>
Move 8: to \$\$\$Quest48~8_2\$\$\$ in \$\$\$Quest48~8_1\$\$\$	Jm	Jm	Select one <input type="text" value="6"/>

Additional options (question 50)

- › Extraction based on:

* 52. What was the type of contract and the destination sector?

	Fixed term up to 1 year	Fixed term >1-2 years	Fixed term >2-4 years	Fixed term >4 years	Permanent contract	Self-employed	Other	Destination sector?
Move 1: to \$\$\$Quest48-1_2 \$\$\$ in \$\$\$Quest48-1_1 \$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm	Select one <input type="text" value="6"/>
Move 2: to \$\$\$Quest48-2_2 \$\$\$ in \$\$\$Quest48-2_1 \$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm	Select one <input type="text" value="6"/>
Move 3: to \$\$\$Quest48-3_2 \$\$\$ in \$\$\$Quest48-3_1 \$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm	Select one <input type="text" value="6"/>
Move 4: to \$\$\$Quest48-4_2 \$\$\$ in \$\$\$Quest48-4_1 \$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm	Select one <input type="text" value="6"/>
Move 5: to \$\$\$Quest48-5_2 \$\$\$ in \$\$\$Quest48-5_1 \$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm	Select one <input type="text" value="6"/>
Move 6: to \$\$\$Quest48-6_2 \$\$\$ in \$\$\$Quest48-6_1 \$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm	Select one <input type="text" value="6"/>
Move 7: to \$\$\$Quest48-7_2 \$\$\$ in \$\$\$Quest48-7_1 \$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm	Select one <input type="text" value="6"/>
Move 8: to \$\$\$Quest48-8_2 \$\$\$ in \$\$\$Quest48-8_1 \$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm	Select one <input type="text" value="6"/>

Additional options (question 52)

► Extraction based on:

	Start Function			End function			
	R2 (recognized researcher)	R3 (established researcher)	R4 (leading researcher)	R2 (recognized researcher)	R3 (established researcher)	R4 (leading researcher)	Unknown
Move 1: to \$\$\$Quest48~1_2\$\$\$ in \$\$\$Quest48~1_1\$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm
Move 2: to \$\$\$Quest48~2_2\$\$\$ in \$\$\$Quest48~2_1\$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm
Move 3: to \$\$\$Quest48~3_2\$\$\$ in \$\$\$Quest48~3_1\$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm
Move 4: to \$\$\$Quest48~4_2\$\$\$ in \$\$\$Quest48~4_1\$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm
Move 5: to \$\$\$Quest48~5_2\$\$\$ in \$\$\$Quest48~5_1\$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm
Move 6: to \$\$\$Quest48~6_2\$\$\$ in \$\$\$Quest48~6_1\$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm
Move 7: to \$\$\$Quest48~7_2\$\$\$ in \$\$\$Quest48~7_1\$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm
Move 8: to \$\$\$Quest48~8_2\$\$\$ in \$\$\$Quest48~8_1\$\$\$	Jm	Jm	Jm	Jm	Jm	Jm	Jm

Additional options (question 53)

- ▶ Extraction based on:

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* 54. Please consider your last instance of mobility to \$\$\$Quest48~1_1\$\$\$ in \$\$\$Quest48~1_2\$\$\$.
Which of the following factors were important/not important motives to make this move?

If a factor is not applicable, please tick N/A.

	Important	Not important	N/A
Availability of research funding	Jm	Jm	Jm
Availability of suitable positions	Jm	Jm	Jm
Career progression (positive impact on your future career)	Jm	Jm	Jm
Facilities and equipment for your research	Jm	Jm	Jm
Working with leading experts (star scientists)	Jm	Jm	Jm
Quality of training and education	Jm	Jm	Jm
Culture and/or language	Jm	Jm	Jm
Personal/family reasons	Jm	Jm	Jm
Research autonomy	Jm	Jm	Jm
Remuneration (salary, other financial incentives etc.)	Jm	Jm	Jm
Social security and pension system	Jm	Jm	Jm
Job security	Jm	Jm	Jm
Working conditions	Jm	Jm	Jm
Other:	Jm	Jm	Jm

* 55. Please consider again your last instance of mobility to [\\$\\$\\$Quest48~1_1\\$\\$\\$](#) in [\\$\\$\\$Quest48~1_2\\$\\$\\$](#). Which of the following barriers were important/not important to overcome in making this move?

If a factor is not applicable, please tick N/A.

	Important	Not important	N/A
Potential loss of contact with your professional network	Jm	Jm	Jm
Facilities and equipment for your research	Jm	Jm	Jm
Quality of training and education	Jm	Jm	Jm
Finding a suitable position	Jm	Jm	Jm
Obtaining funding for your mobility/research	Jm	Jm	Jm
Transferring your research funding to another country	Jm	Jm	Jm
Obtaining a visa or work permit	Jm	Jm	Jm
Language and/or culture	Jm	Jm	Jm
Logistical problems (finding accommodation, child-care or schooling for children, finding a job for your partner,...)	Jm	Jm	Jm
Other personal/family reasons	Jm	Jm	Jm
Other: <input type="text"/>	Jm	Jm	Jm

- Go to **page 40** if

 - 5. What is your country of citizenship? If you have two citizenships you may indicate both.
 - less than Afghanistan
 - and
 - 51. Move 1 is
 - is EU
 - and
 - 48.2. Move 2
 - greater than United Kingdom
- Go to **page 40** if

 - 5. What is your country of citizenship? If you have two citizenships you may indicate both.
 - less than Afghanistan
 - and
 - 51. Move 1 is
 - is EU
 - and
 - 48.3. Move 3
 - greater than United Kingdom
- Go to **page 40** if

 - 5. What is your country of citizenship? If you have two citizenships you may indicate both.
 - less than Afghanistan
 - and
 - 51. Move 1 is
 - is EU
 - and
 - 48.4. Move 4
 - greater than United Kingdom
- Go to **page 40** if

 - 5. What is your country of citizenship? If you have two citizenships you may indicate both.
 - less than Afghanistan
 - and
 - 51. Move 1 is
 - is EU
 - and
 - 48.5. Move 5
 - greater than United Kingdom

- Go to **page 40** if
 - 5. *What is your country of citizenship? If you have two citizenships you may indicate both.*
 - less than** *Afghanistan*
 - and**
 - 51. *Move 1 is*
 - is** *EU*
 - and**
 - 48.6. *Move 6*
 - greater than** *United Kingdom*
- Go to **page 40** if
 - 5. *What is your country of citizenship? If you have two citizenships you may indicate both.*
 - less than** *Afghanistan*
 - and**
 - 51. *Move 1 is*
 - is** *EU*
 - and**
 - 48.7. *Move 7*
 - greater than** *United Kingdom*
- Go to **page 40** if
 - 5. *What is your country of citizenship? If you have two citizenships you may indicate both.*
 - less than** *Afghanistan*
 - and**
 - 51. *Move 1 is*
 - is** *EU*
 - and**
 - 48.8. *Move 8*
 - greater than** *United Kingdom*
- Go to **page 41** if
 - 5. *What is your country of citizenship? If you have two citizenships you may indicate both.*
 - less than** *Afghanistan*
 - and**
 - 51. *Move 1 is*
 - is** *Non EU*
- Else go to page 42**

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*** 56. You have also been mobile outside the EU.**

How important/not important have been the following factors in your decision to move outside the EU?

** Please consider only your most recent move outside the EU.*

** If a factor is not applicable, please tick N/A.*

	Important	Not important	N/A
Availability of research funding	Jm	Jm	Jm
Availability of suitable positions	Jm	Jm	Jm
Career progression (positive impact on your future career)	Jm	Jm	Jm
Facilities and equipment for your research	Jm	Jm	Jm
Working with leading experts (star scientists)	Jm	Jm	Jm
Quality of training and education	Jm	Jm	Jm
Culture and/or language	Jm	Jm	Jm
Personal/family reasons	Jm	Jm	Jm
Research autonomy	Jm	Jm	Jm
Remuneration (salary, other financial incentives etc.)	Jm	Jm	Jm
Social security and pension system	Jm	Jm	Jm
Job security	Jm	Jm	Jm
Working conditions	Jm	Jm	Jm
Other: <input type="text"/>	Jm	Jm	Jm

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*** 57. How does working outside the EU compare to working as a researcher in the EU?**

Please indicate if something was worse, similar or better than in the EU.

** Please consider only your most recent move outside the EU.*

** If a factor is not applicable, please tick N/A.*

	Worse	Similar	Better	N/A
Research funding	Jm	Jm	Jm	Jm
Availability of suitable positions	Jm	Jm	Jm	Jm
Career progression	Jm	Jm	Jm	Jm
Job security	Jm	Jm	Jm	Jm
Industry collaboration	Jm	Jm	Jm	Jm
Research facilities and equipment	Jm	Jm	Jm	Jm
Quality of training and education	Jm	Jm	Jm	Jm
Teaching obligations	Jm	Jm	Jm	Jm
Research excellence	Jm	Jm	Jm	Jm
Independence (autonomy) as a researcher	Jm	Jm	Jm	Jm
Quality of life	Jm	Jm	Jm	Jm
Remuneration (salary, other financial incentives etc.)	Jm	Jm	Jm	Jm
Social security and pension plan	Jm	Jm	Jm	Jm
Other: <input type="text"/>	Jm	Jm	Jm	Jm

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* 58. How would you judge the effects of your entire mobility experience on your career to date?

* Please indicate only effects that you can directly link to your mobility experience.

* Please consider all your international moves of 3 months or more.

	Strongly decreased	Decreased	Remained unchanged	Increased	Strongly increased	N/A
Quality of output, e.g., publications	Jm	Jm	Jm	Jm	Jm	Jm
Number of co-authored publications	Jm	Jm	Jm	Jm	Jm	Jm
Number of patents	Jm	Jm	Jm	Jm	Jm	Jm
Citation impact of your publications	Jm	Jm	Jm	Jm	Jm	Jm
Advanced research skills	Jm	Jm	Jm	Jm	Jm	Jm
International contacts/network	Jm	Jm	Jm	Jm	Jm	Jm
National contacts/network	Jm	Jm	Jm	Jm	Jm	Jm
Ability to obtain national research funding	Jm	Jm	Jm	Jm	Jm	Jm
Ability to obtain international research funding	Jm	Jm	Jm	Jm	Jm	Jm
“Recognition” in the research community	Jm	Jm	Jm	Jm	Jm	Jm
Job options in academia	Jm	Jm	Jm	Jm	Jm	Jm
Job options outside of academia	Jm	Jm	Jm	Jm	Jm	Jm
Overall career progression	Jm	Jm	Jm	Jm	Jm	Jm
Progression in salary and financial conditions	Jm	Jm	Jm	Jm	Jm	Jm
Quality of life for you/your family	Jm	Jm	Jm	Jm	Jm	Jm
Other, please specify: <input type="text"/>	Jm	Jm	Jm	Jm	Jm	Jm

➔ Go to **page 43** if

➔ 13. In which career stage would you currently situate yourself?

➔ is R4 Leading Researcher (researcher leading his/her research area or field; professor stage)

➔ Else go to **page 44**

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59. As an established researcher with mobility experience, do you think that it has become easier over time for researchers to become internationally mobile during their career?

Jm Yes

Jm No

Jm Don't know

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60. Please provide below any comments you wish to make with respect to your mobility experience in the academic sector.

Page 45

Short term mobility (< 3 months)

Below we will ask you about your short mobility experiences.

* 61. I have ...

- worked abroad for under 3 months at a time in the last 10 years
- worked abroad for under 3 months at a time, but this was more than 10 years ago
- never worked abroad for under 3 months at a time

- Go to **page 46** if
 - 61. I have ...
 - is worked abroad for under 3 months at a time in the last 10 years
- Go to **page 47** if
 - 47. After your highest educational qualification (PhD or other), how would you typify your international mobility experience?...
 - is I have never worked abroad for more than 3 months
- Else go to **page 50**

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* 62. What types of short term work-related international travel (and stays) have you undertaken during your researcher career (but after your PhD)?

	Rarely (less than once a year)	Sometimes (1 or 2 times a year)	Often (3 times a year or more)	Usual Duration	Never
Conferences/events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Select one <input type="text" value="6"/>	<input type="radio"/>
Study visits (training etc.), research visits and fieldwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Select one <input type="text" value="6"/>	<input type="radio"/>
Meetings with supervisors/ partners/ collaborators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Select one <input type="text" value="6"/>	<input type="radio"/>

- Go to **page 47** if
 - 47. After your highest educational qualification (PhD or other), how would you typify your international mobility experience?...
 - is I have never worked abroad for more than 3 months
- Else go to **page 50**

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NON-MOBILITY

You have indicated you never worked abroad as a researcher for 3 months or more since completing your higher education (PhD or other).

* 63. You have never worked abroad as a researcher for 3 months or more since completing your higher education (PhD or other). However, did you ever take this into consideration?

- Yes, I was offered a position in another country but I turned it down
- Yes, I considered it and I have undertaken some effort to become mobile
- Yes, I have considered it but I never searched for a concrete opportunity
- No, I have never considered it

Go to **page 50** if

63. You have never worked abroad as a researcher for 3 months or more since completing your higher education (PhD or other). However, did you ever take this into consideration?...

is No, I have never considered it

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* 64. Which factors were important/not important in ultimately discouraging you from becoming internationally mobile and pursuing this path further?

If a factor is not applicable, please tick N/A.

	Important	Not important	N/A
Potential loss of contact with your professional network	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Facilities and equipment for your research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of training and education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finding a suitable position	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Obtaining funding for your mobility/research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transferring your research funding to another country	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Obtaining a visa or work permit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Language and/or culture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Logistical problems (finding accommodation, child-care or schooling for children, finding a job for your partner,...)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other personal/family reasons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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65. Please provide below any comments you wish to share regarding your decision NOT to undertake any longer term mobility (more than 3 months).

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ABOUT COLLABORATION WITH OTHER RESEARCHERS

In this section we would like to ask you about your international collaboration as a researcher.

* 66. Please indicate with whom you collaborate in your research (e.g., joint projects, joint papers, etc) and also indicate, where relevant, whether this collaboration was the result of a previous mobility experience (of 3 months or more, in or outside the EU).

	Yes	Result of mobility experience	No
Researchers at universities/public research institutes in your country [where your principal employer is located]	<input type="radio"/>	<input type="text" value="Select one"/>	<input type="radio"/>
Researchers from the non-academic sector in your country [where your principal employer is located]	<input type="radio"/>	<input type="text" value="Select one"/>	<input type="radio"/>
Researchers from universities/research institutes in other EU countries than your own	<input type="radio"/>	<input type="text" value="Select one"/>	<input type="radio"/>
Researchers from universities/research institutes in non-EU countries	<input type="radio"/>	<input type="text" value="Select one"/>	<input type="radio"/>
Researchers from private industry in other EU countries than your own	<input type="radio"/>	<input type="text" value="Select one"/>	<input type="radio"/>
Researchers from private industry in non-EU countries	<input type="radio"/>	<input type="text" value="Select one"/>	<input type="radio"/>

Go to **page 51** if

66.3. Researchers from universities/research institutes in other EU countries than your own

is Yes

or

66.4. Researchers from universities/research institutes in non-EU countries

is Yes

or

66.5. Researchers from private industry in other EU countries than your own

is Yes

or

66.6. Researchers from private industry in non-EU countries

is Yes

Go to **page 61** if

13. In which career stage would you currently situate yourself?

is R1 First Stage Researcher (doctoral candidate stage or equivalent, without having undertaken a doctorate)...

Else go to **page 52**

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* 67. How does the use of web-based or virtual technology in international collaboration influence your mobility behaviour and decisions?

It helps to reduce (or even replaces) my short term visits (of less than 3 months)

It helps to reduce (or even replaces) my long term visits (of 3 months or more)

Other, please specify

It does not influence my mobility behaviour at all

Go to **page 61** if

13. In which career stage would you currently situate yourself?

is R1 First Stage Researcher (doctoral candidate stage or equivalent, without having undertaken a doctorate)...

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INVOLVEMENT WITH NON-UNIVERSITY SECTOR

In this section we would like to ask you about any involvement as a researcher in the non-university/higher education sector. We refer to companies, NGOs, charities, non-university research institutes, governmental bodies or agencies etc.

* 68. Have you ever worked as a researcher (excluding PhD) in the non-university/higher education sector (e.g. companies, NGOs, charities, non-university research institutes, governmental bodies/agencies)?

Yes

No

Go to **page 61** if

68. Have you ever worked as a researcher (excluding PhD) in the non-university/higher education sector (e.g. companies, NGOs, charities, non-university research institutes, governmental bodies/agencies)?...

is No

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* 69. Please indicate in which sector(s) you have worked that weren't university or higher education.

Public or government sector, e.g., research performing organisation

Private, not-for-profit sector, e.g., research foundation, NGO

Private industry (including SMEs and own start-ups or spin offs)

Go to **page 54** if

69. Please indicate in which sector(s) you have worked that weren't university or higher education.

is Private industry (including SMEs and own start-ups or spin offs)

Else go to **page 61**

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* 70. Did your last experience in the private industry fall within the last 10 years (2002-2012)? This could include your current 'dual' position.

Yes

No

Go to **page 55** if

70. Did your last experience in the private industry fall within the last 10 years (2002-2012)? This could include your current 'dual' position....

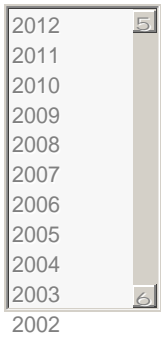
is Yes

Else go to **page 61**

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Please provide below some characteristics of your latest (national and/or international) research position in private industry:

* 71. Starting year



2012
2011
2010
2009
2008
2007
2006
2005
2004
2003
2002

* 72. Is this employment ongoing?

- Yes
 No

* 73. Duration

- 3 months to 6 months
 +6 months to 1 year
 + 1 year to 2 years
 + 2 years to 3 years
 more than 3 years

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* 74. Country of employer



Austria
Belgium
Bulgaria
Cyprus
Czech Republic
Denmark
Estonia
Finland
France
Germany
Greece

* 75. Dual position?

- Yes
 No

* 76. Type of contract

- Stipend/Grant/fellowship
 Fixed term up to 1 year
 Fixed term >1-2 years
 Fixed term >2-4 years
 Fixed term >4 years
 Permanent contract
 Self-employed
 Other:

*** 77. Start function**

at the start of this employment/visit

- R1 First Stage Researcher** (doctoral candidate stage or equivalent, without having undertaken a doctorate)
- R2 Recognized Researcher** (PhD holder or equivalent who is not yet fully independent; post-doctoral stage)
- R3 Established Researcher** (researcher who has developed a level of independence; research specialist or manager, senior lecturer, senior scientist, ...)
- R4 Leading Researcher** (researcher leading his/her research area or field; professor stage)

Go to **page 58** if

72. Is this employment ongoing?

is Yes

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*** 78. End function**

at the end of this employment/visit

- R1 First Stage Researcher** (doctoral candidate stage or equivalent, without having undertaken a doctorate)
- R2 Recognized Researcher** (PhD holder or equivalent who is not yet fully independent; post-doctoral stage)
- R3 Established Researcher** (researcher who has developed a level of independence; research specialist or manager, senior lecturer, senior scientist, ...)
- R4 Leading Researcher** (researcher leading his/her research area or field; professor stage)

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*** 79. Which of the following motives were important/not important for undertaking this move?**

If a factor is not applicable, please tick N/A.

	Important	Not important	N/A
Availability of research funding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Availability of suitable positions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career progression (positive impact on your future career)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Facilities and equipment for your research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working with leading experts (star scientists)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research autonomy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of training and education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gain first-hand experience of industry, practices, etc	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bring your research to market	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increase your employability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal/family reasons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Remuneration (salary, other financial incentives etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social security and pension system	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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*** 80. Please indicate for each factor whether or not you were satisfied with it in this position:**

If a factor is not applicable, please tick N/A.

	Satisfied	Dissatisfied	N/A
Dynamism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intellectual challenge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Degree of independence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contribution to society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunities for advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mobility perspectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reputation of employer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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81. Please provide below any comments you wish to make with respect to your mobility experience in the non-university sector.

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OTHER TOPICS

In this last section but one, we would like to ask you a number of other, more general topics.

*** 82. Are you aware of the services offered by EURAXESS (services network, Jobs Portal)?**

- Yes
- No

Go to **page 63** if
 82. Are you aware of the services offered by EURAXESS (services network, Jobs Portal)?
 is No

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* 83. Have you made use of any of these services?

Yes

No

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* 84. Are you aware of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers?

Yes

No

* 85. Are you aware of the Marie-Curie Actions of the EU's Seventh Framework Programme for Research (FP7)?

Yes

No

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* 86. Are you or have you been a funded researcher under the Marie Curie Actions (for at least 3 months)?

Yes, I was funded as an early stage researcher

Yes, I was funded as an experienced researcher

No

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87. What is your opinion on the following issues:

	Yes	No	N/A / No opinion
Are you satisfied with the extent to which research job vacancies are publicly advertised and made known by your institution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you think that the recruitment process at your home institution is sufficiently transparent?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you think that recruitment at your institution is sufficiently merit-based?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

➡ Go to **page 68** if

➡ 13. In which career stage would you currently situate yourself?

➡ **greater than R2 Recognized Researcher (PhD holder or equivalent who is not yet fully independent; post-doctoral stage)...**

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Choice of job attributes - early stage researcher

This is the last section of the survey.

Below, you will be presented three different jobs at universities corresponding to the level of early stage researcher.

The jobs differ in their attributes such as salary, working conditions and career perspectives.

Assuming all job attributes not mentioned in the job offers are equal, which job do you consider to be the most attractive, irrespective of your current job?

	Job offer 1	Job offer 2	Job offer 3
Remuneration and fringe benefits			
Net salary p.a.(incl. bonuses)	\$\$\$Salary1\$\$\$	\$\$\$Salary2\$\$\$	\$\$\$Salary3\$\$\$
Health care is...	\$\$\$HealthCare1\$\$\$	\$\$\$HealthCare2\$\$\$	\$\$\$HealthCare3\$\$\$
Retirement pension: Expected net replacement rate is...	\$\$\$Retirement1\$\$\$	\$\$\$Retirement2\$\$\$	\$\$\$Retirement3\$\$\$
Fringe benefits covered	\$\$\$Fringe1\$\$\$	\$\$\$Fringe2\$\$\$	\$\$\$Fringe3\$\$\$
Country characteristics			
The quality of life (consider e.g. education, health, income) in the target country is...	\$\$\$QualityLife1\$\$\$	\$\$\$QualityLife2\$\$\$	\$\$\$QualityLife3\$\$\$
Working Conditions			
Career perspectives I: Length of initial contract is...	\$\$\$ContractLength1\$\$\$	\$\$\$ContractLength2\$\$\$	\$\$\$ContractLength3\$\$\$
Career perspectives II: Extension of initial contract...	\$\$\$ContractExtension1\$\$\$	\$\$\$ContractExtension2\$\$\$	\$\$\$ContractExtension3\$\$\$
Split between teaching and research tasks is...	\$\$\$Split1\$\$\$	\$\$\$Split2\$\$\$	\$\$\$Split3\$\$\$
Research autonomy: Time for own research	\$\$\$Autonomy1\$\$\$	\$\$\$Autonomy2\$\$\$	\$\$\$Autonomy3\$\$\$
University-internal funds for research...	\$\$\$InternalFunds1\$\$\$	\$\$\$InternalFunds2\$\$\$	\$\$\$InternalFunds3\$\$\$
University-external funds for research: Availability of...	\$\$\$ExternalFunds1\$\$\$	\$\$\$ExternalFunds2\$\$\$	\$\$\$ExternalFunds3\$\$\$
Your most prestigious peer at your department...	\$\$\$Peer1\$\$\$	\$\$\$Peer2\$\$\$	\$\$\$Peer3\$\$\$

* 88. Which job would you prefer?

- Job 1
- Job 2
- Job 3
- I don't know

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As in the previous question, please choose once again among three different jobs at universities presented below based on which you consider to be the most attractive.

	Job offer 1	Job offer 2	Job offer 3
Remuneration and fringe benefits			
Net salary p.a.(incl. bonuses)	\$\$\$Salary1\$\$\$	\$\$\$Salary2\$\$\$	\$\$\$Salary3\$\$\$
Health care is...	\$\$\$HealthCare1\$\$\$	\$\$\$HealthCare2\$\$\$	\$\$\$HealthCare3\$\$\$
Retirement pension: Expected net replacement rate is...	\$\$\$Retirement1\$\$\$	\$\$\$Retirement2\$\$\$	\$\$\$Retirement3\$\$\$
Fringe benefits covered	\$\$\$Fringe1\$\$\$	\$\$\$Fringe2\$\$\$	\$\$\$Fringe3\$\$\$
Country characteristics			
The quality of life (consider e.g. education, health, income) in the target country is...	\$\$\$QualityLife1\$\$\$	\$\$\$QualityLife2\$\$\$	\$\$\$QualityLife3\$\$\$
Working Conditions			
Career perspectives I: Length of initial contract is...	\$\$\$ContractLength1\$\$\$	\$\$\$ContractLength2\$\$\$	\$\$\$ContractLength3\$\$\$
Career perspectives II: Extension of initial contract...	\$\$\$ContractExtension1\$\$\$	\$\$\$ContractExtension2\$\$\$	\$\$\$ContractExtension3\$\$\$
Split between teaching and research tasks is...	\$\$\$Split1\$\$\$	\$\$\$Split2\$\$\$	\$\$\$Split3\$\$\$
Research autonomy: Time for own research	\$\$\$Autonomy1\$\$\$	\$\$\$Autonomy2\$\$\$	\$\$\$Autonomy3\$\$\$
University-internal funds for research...	\$\$\$InternalFunds1\$\$\$	\$\$\$InternalFunds2\$\$\$	\$\$\$InternalFunds3\$\$\$
University-external funds for research: Availability of...	\$\$\$ExternalFunds1\$\$\$	\$\$\$ExternalFunds2\$\$\$	\$\$\$ExternalFunds3\$\$\$
Your most prestigious peer at your department...	\$\$\$Peer1\$\$\$	\$\$\$Peer2\$\$\$	\$\$\$Peer3\$\$\$

* 91. Which job would you prefer?

- Job 1
- Job 2
- Job 3
- I don't know

🔴 Else go to thank-you page

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Choice of job attributes - later stage researcher

This is the last section of the survey.

Below, you will be presented three different jobs at universities corresponding to the level of later stage researcher.

The jobs differ in their attributes such as salary, working conditions and career perspectives.

Assuming all job attributes not mentioned in the job offers are equal, which job do you consider to be the most attractive, irrespective of your current job?

	Job offer 1	Job offer 2	Job offer 3
Remuneration and fringe benefits			
Net salary p.a.(incl. bonuses)	\$\$\$Salary1\$\$\$	\$\$\$Salary2\$\$\$	\$\$\$Salary3\$\$\$
Salary advancement is according to...	\$\$\$SalaryAdvancement1\$\$\$	\$\$\$SalaryAdvancement2\$\$\$	\$\$\$SalaryAdvancement3\$\$\$
Health care is...	\$\$\$HealthCare1\$\$\$	\$\$\$HealthCare2\$\$\$	\$\$\$HealthCare3\$\$\$
Retirement pension: Expected net replacement rate is...	\$\$\$Retirement1\$\$\$	\$\$\$Retirement2\$\$\$	\$\$\$Retirement3\$\$\$
Fringe benefits covered	\$\$\$Fringe1\$\$\$	\$\$\$Fringe2\$\$\$	\$\$\$Fringe3\$\$\$
Country characteristics			
The quality of life (consider e.g. education, health, income) in the target country is...	\$\$\$QualityLife1\$\$\$	\$\$\$QualityLife2\$\$\$	\$\$\$QualityLife3\$\$\$
Working Conditions			
University-internal funds for research...	\$\$\$InternalFunds1\$\$\$	\$\$\$InternalFunds2\$\$\$	\$\$\$InternalFunds3\$\$\$
University-external funds for research: Availability of...	\$\$\$ExternalFunds1\$\$\$	\$\$\$ExternalFunds2\$\$\$	\$\$\$ExternalFunds3\$\$\$
Split between teaching and research tasks is...	\$\$\$Split1\$\$\$	\$\$\$Split2\$\$\$	\$\$\$Split3\$\$\$
Ease of starting new lines of research: The position replaces...	\$\$\$NewResearch1\$\$\$	\$\$\$NewResearch2\$\$\$	\$\$\$NewResearch3\$\$\$
Quality of administrative support: The researcher needs to devote...	\$\$\$QualitySupport1\$\$\$	\$\$\$QualitySupport2\$\$\$	\$\$\$QualitySupport3\$\$\$
Your most prestigious peer at your department...	\$\$\$Peer1\$\$\$	\$\$\$Peer2\$\$\$	\$\$\$Peer3\$\$\$

* 94. Which job would you prefer?

- Job 1
- Job 2
- Job 3
- I don't know

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Below, you will be presented another set of three jobs, this time corresponding to the level of early stage researcher. Looking back in your career, please proceed as above: Assuming that all job attributes not mentioned in the job offer are equal, which job do you consider to be the most attractive, independently of your current job.

	Job offer 1	Job offer 2	Job offer 3
Remuneration and fringe benefits			
Net salary p.a.(incl. bonuses)	\$\$\$Salary1\$\$\$	\$\$\$Salary2\$\$\$	\$\$\$Salary3\$\$\$
Salary advancement is according to...	\$\$\$SalaryAdvancement1\$\$\$	\$\$\$SalaryAdvancement2\$\$\$	\$\$\$SalaryAdvancement3\$\$\$
Health care is...	\$\$\$HealthCare1\$\$\$	\$\$\$HealthCare2\$\$\$	\$\$\$HealthCare3\$\$\$
Retirement pension: Expected net replacement rate is...	\$\$\$Retirement1\$\$\$	\$\$\$Retirement2\$\$\$	\$\$\$Retirement3\$\$\$
Fringe benefits covered	\$\$\$Fringe1\$\$\$	\$\$\$Fringe2\$\$\$	\$\$\$Fringe3\$\$\$
Country characteristics			
The quality of life (consider e.g. education, health, income) in the target country is...	\$\$\$QualityLife1\$\$\$	\$\$\$QualityLife2\$\$\$	\$\$\$QualityLife3\$\$\$
Working Conditions			
University-internal funds for research...	\$\$\$InternalFunds1\$\$\$	\$\$\$InternalFunds2\$\$\$	\$\$\$InternalFunds3\$\$\$
University-external funds for research: Availability of...	\$\$\$ExternalFunds1\$\$\$	\$\$\$ExternalFunds2\$\$\$	\$\$\$ExternalFunds3\$\$\$
Split between teaching and research tasks is...	\$\$\$Split1\$\$\$	\$\$\$Split2\$\$\$	\$\$\$Split3\$\$\$
Ease of starting new lines of research: The position replaces...	\$\$\$NewResearch1\$\$\$	\$\$\$NewResearch2\$\$\$	\$\$\$NewResearch3\$\$\$
Quality of administrative support: The researcher needs to devote...	\$\$\$QualitySupport1\$\$\$	\$\$\$QualitySupport2\$\$\$	\$\$\$QualitySupport3\$\$\$
Your most prestigious peer at your department...	\$\$\$Peer1\$\$\$	\$\$\$Peer2\$\$\$	\$\$\$Peer3\$\$\$

* 97. Which job would you prefer?

Job 1

Job 2

Job 3

I don't know