

information for its further analysis. These indicators were defined considering the different types of information required:

- Basic information about the researchers: this included country, gender, level of experience, sector of activity, scientific domain of research and type of contract.
- Information about the remuneration scheme: this included detailed information on salaries, as well as other advantages of the contract.

The final questionnaire was defined taking into account the comments received from the Commission. This questionnaire was accessible to the researchers via the internet.

In this sense, the structure and the content of the questionnaire are composed of the following questions (see Annex 1 for a complete view of the questionnaire):

- 1) Gender:
 - Male
 - Female
- 2) Level of seniority of researchers:
 - 0-4 years of experience in research
 - 5-7 years of experience in research;
 - 8-10 years of experience in research;
 - 11- 15 years of experience in research;
 - More than 15 years of experience in research
- 3) Type of contracts:
 - Full time/ Part time
 - For part-time: which percentage?
 - Fixed-term / Permanent
 - for fixed-term: employment contract / non-employment contract (e.g. stipend, fellowship, grant...)
 - for fixed-term, who is funding your project:
 - Employer
 - National funding agency
 - Marie Curie fellowship
 - Other EU programmes
 - Other
- 4) Sectors to be covered:
 - Higher Education
 - Government sector
 - Business Enterprise sector
- 5) Scientific domain:
 - Social & Human Sciences
 - Economics
 - Chemistry
 - Physics
 - Life Sciences
 - Mathematics
 - Information Sciences
 - Engineering Sciences
 - Environment and Geosciences
- 6) Composition of remunerations:
 - gross salary
 - employers' charges
 - employee contribution to social security (including mandatory pension scheme contribution)

- holiday pay
 - personal income tax
 - net salary
- 7) Other advantages covered by the contract:
- Health care
 - Beneficiary of mandatory pension
 - Beneficiary of complementary pension scheme
 - Paid maternity leave
 - Paid holidays
 - Beneficiary of unemployment benefits
 - Beneficiary of accident insurance
 - Accommodation costs - house / apartment
 - Car
 - Family supplement
 - Children allowances
 - Others

The intention of this survey was to reach to the maximum number of researchers in Europe, in order to assure the best representativeness of the results. In this way, different actions were undertaken to achieve this goal:

- ✓ Presentation of the questionnaire in the majority of the official languages of the study countries. The survey was translated into 19 languages (Czech, Danish, Dutch, English, Estonian, Finish, French, German, Greek, Hungarian, Italian, Latvian, Lithuanian, Polish, Portuguese, Slovak, Slovenian, Spanish and Swedish).
- ✓ Expansion of the network of contacts to whom the questionnaire was sent by the introduction of an invitation text in the e-mail, which encouraged the recipient to forward the informative e-mail to any other researcher concerned by the study.
- ✓ Insertion of a reference or a link to the survey web-site on different Internet portals such as CORDIS, The European Researcher's Mobility Portal, The Marie Curie Actions web site... and in some publications such as the EUA Newsletter 13/2006, which are read by researchers.

Survey launching and management

The survey was launched on the 4th July 2006 by sending the initial email to the contacts of a delivery database, which included both researchers and research active organisations. Those contacts were

classified according to the following categories:

- Public Administration (PA)
- Universities (U)
- Research and Technological Centres (RTC)
- Big Enterprises (BE): Companies with more than 250 employees.
- Small and Medium Enterprises (SME): Companies with less than 250 employees.
- Bridge Bodies (BrB): we have considered Bridge Bodies as those organisations or networks of organisations that have access to a large research community. Amongst them we may find: Eureka, Network of

researchers at National and European level (EARTO, Dante Network, etc.), National Contact Points, IRC Network...

- Researchers (R): Defined as people carrying out research activities. They are the objective of the study.

The number of entries in this initial delivery database was 4.444. From each entry the following information has been stored: country, type of organisation, organisation name, contact name, contact email and contact telephone.

A second sending started on July 2006. In this case, a more extensive database of research contacts (4.115 new contacts), and contacts of researchers involved in Marie Curie projects, provided by the European Commission (2.731 new entries) was used.

Additionally and also aiming at improving the survey's impact, the questionnaire was forwarded to:

- The e-mail list of the ERACAREERS portal, owned by the European Commission (<http://ec.europa.eu/eracareers/>). The email list contains email addresses of about:
 - 6.000 active researchers and,
 - 1.500 active organisations.
- 200 attendees to a conference organised by the Austrian presidency, held in Vienna 1-2 June (<http://www.eracareersaustria.at/conference/>).

In the light of the preliminary results of the survey, the contacts database was again improved with additional industry contacts. This action aimed to obtain more data from the researchers working in the industry sector. Thus, 822 new contacts of industrial companies were included in the database, and a third sending was done to those new contacts.

For all these contacts, and in order to maximise the impact of the mailing, the following reminders (for each of the sending) have been sent, as presented in the table below:

| Database | Initial sending | Reminder 1 | Final Reminder |
|--|-----------------|----------------|-----------------|
| First Sending (4.444 contacts) | 4 July 06 | 19 July 06 | 22 September 06 |
| Second Sending (4.115 contacts) | 26 July 06 | 4 August 06 | 22 September 06 |
| Marie Curie contacts (2.731 contacts) | 20 July 06 | 4 September 06 | 22 September 06 |
| ERACAREERS portal email list (6.000 researchers + 1.500 organisations) | 20 July 06 | N/A | N/A |
| Contacts Austria conference (200 contacts) | 20 July 06 | N/A | N/A |
| Third Sending (822 contacts) | 15 September 06 | N/A | 22 September 06 |

Table 1 – List of the e-mail sending for the survey