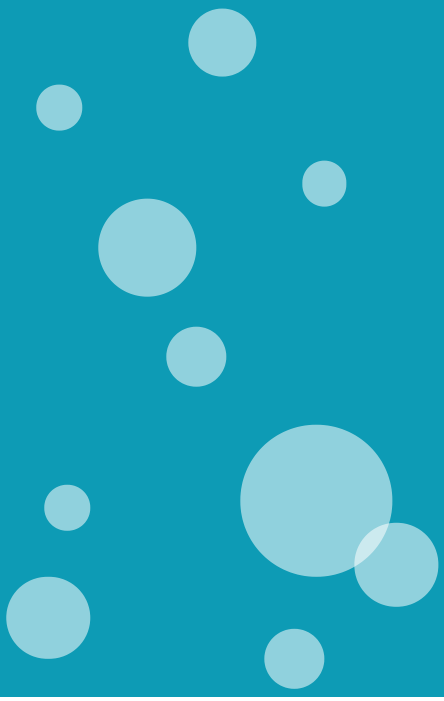
UNIVERSITÉ CÔTE D'AZUR

HR EXCELLENCE IN RESEARCH

HRS4R – Postdoctoral Survey Report 2026 Survey – 2027 Renewal

Results of the HRS4R postdoctoral survey — UniCA.

Recorded response period: 28 January – 13 March 2026



Introduction

Université Côte d'Azur received the European HRS4R "HR Excellence in Research" award in 2022 and is now updating its human resources strategy for research in preparation for renewal in 2027.

This report deals exclusively with the survey of postdoctoral researchers on support for research activities, conducted as part of the HRS4R process. It complements the 2026 general survey for the 2027 HRS4R renewal, which is covered in a separate report.

Scope. The survey contains 52 responses recorded from 28 January to 13 March 2026. All responses are included. Respondents answered between 26 and 39 of the 44 substantive questions, depending on their route through the questionnaire.

Method. Percentages are calculated from the responses actually provided to each question, including the "Not applicable" option. For each question, the report states the number of valid responses and the share this represents of the 52 respondents; this is not the survey participation rate. As the number of postdoctoral researchers invited is not known, the participation rate is UNKNOWN. Multiple-choice questions are expressed as a proportion of respondents to the question (total exceeding 100%). Free-text responses are not reproduced. Small samples: with 52 respondents, one response represents 1.9 percentage points (3.7 points for 27 respondents, 7.1 points for 14); differences of a few points should not be interpreted.

Structure. The report first presents the respondent profile, followed, in questionnaire order, by seven thematic sections: career prospects and career plans; training and research funding; working environment and supervision; ethics, open science, equality and work–life balance; induction and international mobility; opportunities beyond academia; and artificial intelligence. Each section opens with an analysis and closes with a comparison by nationality (French or non-French). An annex maps the questions to the four HRS4R pillars.

52
responses received, all retained

44
substantive questions, including 8 free-text questions not reproduced

26 to 39
questions answered per respondent

28 Jan.–13 March 2026
recorded response period

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Respondent profile

Characteristics reported by respondents. Response counts vary between questions.

POSTDOCTORAL SURVEY — RESPONDENT PROFILE

How many years of postdoctoral experience do you have?

Valid responses: 52 — *Share of the 52 respondents: 100 %*



Are you a French national?

Valid responses: 52 — *Share of the 52 respondents: 100 %*



If not, please specify:

Follow-up to: "Are you a French national?"

Valid responses: 23



SECTION 02: CAREER PROSPECTS AND CAREER PLANS

Analysis of results

Career opportunities are considered insufficient or non-existent by 59.6% of postdoctoral researchers in public research generally, in France or abroad, and by 58.8% at Université Côte d'Azur. They are considered satisfactory, with scope for improvement, by 19.2% and 21.6%, respectively. A total absence of support is cited more frequently for the university (15.7%) than for public research generally (3.8%).

Information available at Université Côte d'Azur on career progression opportunities is considered insufficient or non-existent by 78.4%, and appropriate or very satisfactory by 21.6%.

Among the career support schemes considered most appropriate (multiple answers possible), postdoctoral researchers cite "Networking within the research community and with other postdoctoral researchers" (78.8%), "Conference participation with financial support" (67.3%), and "Regular advice from my supervisor" (59.6%).

Reported career plans (multiple answers possible) primarily concern academia: "Teaching and research post in academia" (53.8%) and "Researcher — ONR" (51.9%). 25.0% envisage becoming researchers in industry or a non-academic sector.

How would you rate your career opportunities in public research generally, in France or abroad?

Valid responses: 52 *Share of the 52 respondents: 100 %*



- Satisfactory, but improvements could be made. · 10 · 19.2 %
- Average, support is limited. · 11 · 21.2 %
- Insufficient, opportunities lack clarity. · 29 · 55.8 %
- Non-existent, I have received no support. · 2 · 3.8 %

How would you rate your career opportunities at Université Côte d'Azur?

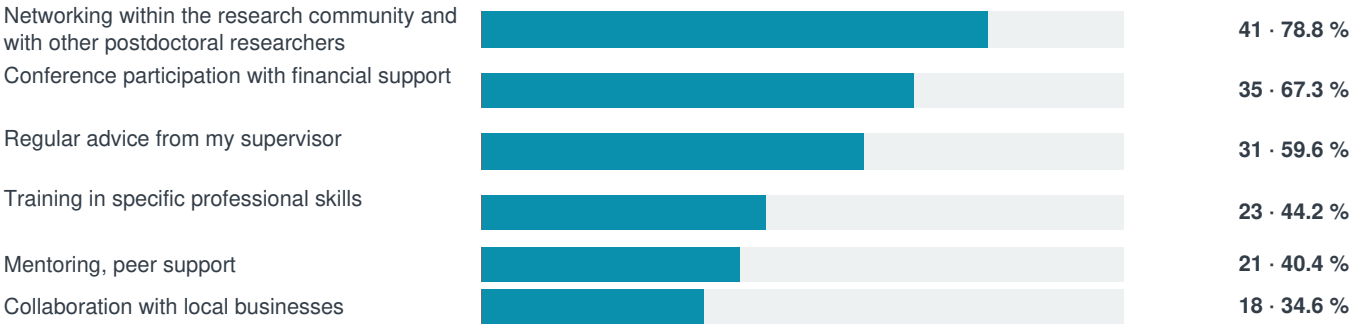
Valid responses: 51 *Share of the 52 respondents: 98 %*



- Satisfactory, but improvements could be made. · 11 · 21.6 %
- Average, support is limited. · 10 · 19.6 %
- Insufficient, opportunities lack clarity. · 22 · 43.1 %
- Non-existent, I have received no support. · 8 · 15.7 %

Which career support schemes are most appropriate?

Valid responses: 52 *Share of the 52 respondents: 100 %*



How would you rate the information available at Université Côte d'Azur on your career progression opportunities?

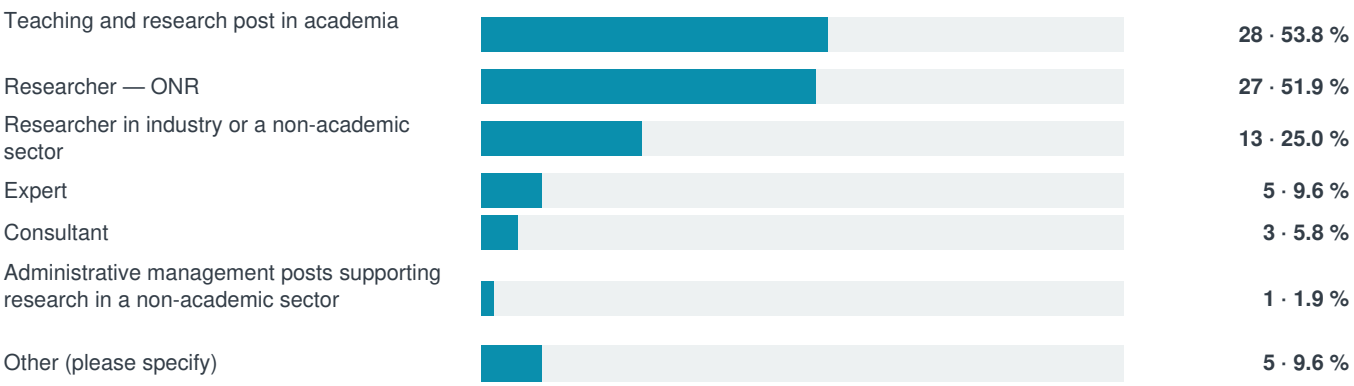
Valid responses: 51 *Share of the 52 respondents: 98 %*



- Very satisfactory · 2 · 3.9 %
- Appropriate · 9 · 17.6 %
- Insufficient · 33 · 64.7 %
- Non-existent · 7 · 13.7 %

What are your career plans?

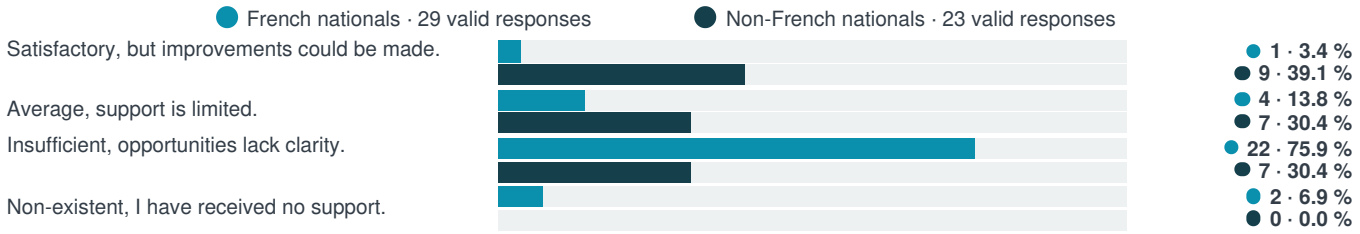
Valid responses: 52 *Share of the 52 respondents: 100 %*



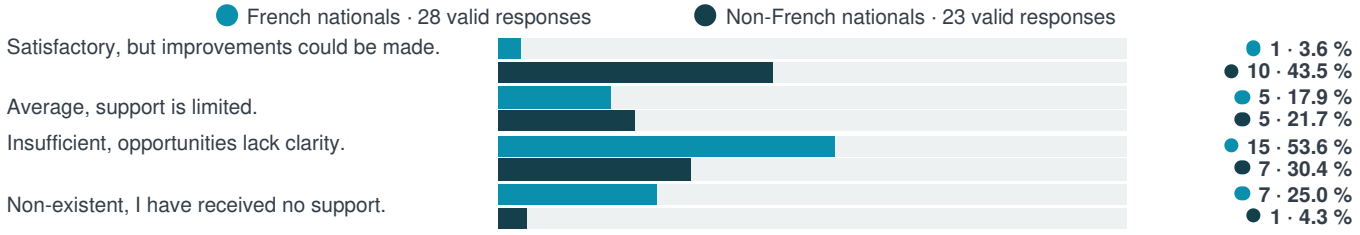
CAREER PROSPECTS AND CAREER PLANS — COMPARISON BY NATIONALITY

Comparison by reported nationality (question "Are you a French national?"; French nationals: 29 respondents; non-French nationals: 23 respondents). Percentages are calculated within each group from its valid responses to the question. Small samples: one response represents 3.4 percentage points in the first group and 4.3 points in the second (more where fewer respondents answer the question); differences of a few points cannot be interpreted.

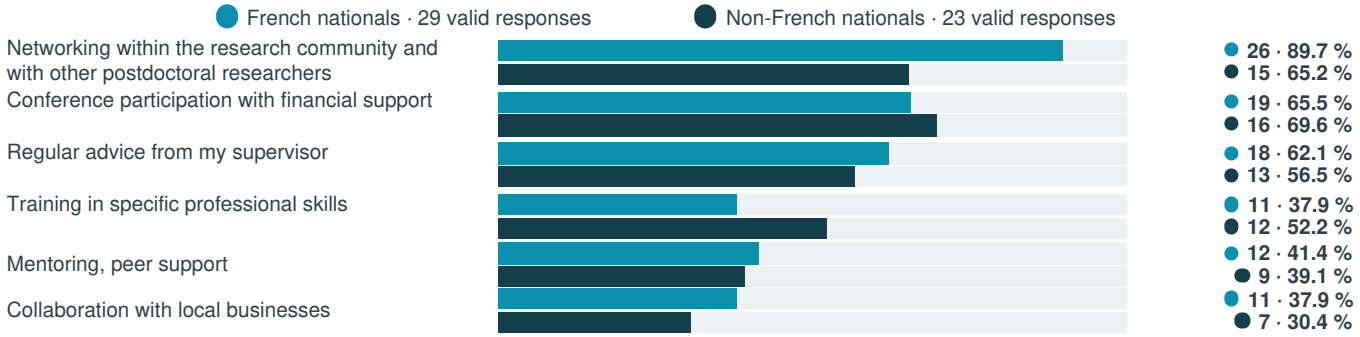
How would you rate your career opportunities in public research generally, in France or abroad?



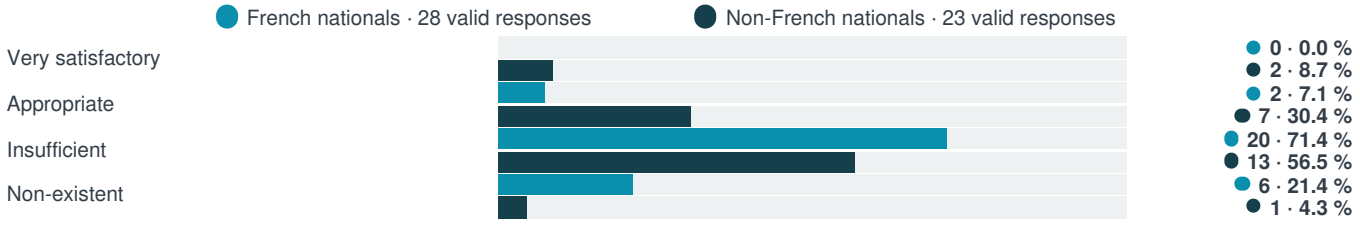
How would you rate your career opportunities at Université Côte d'Azur?



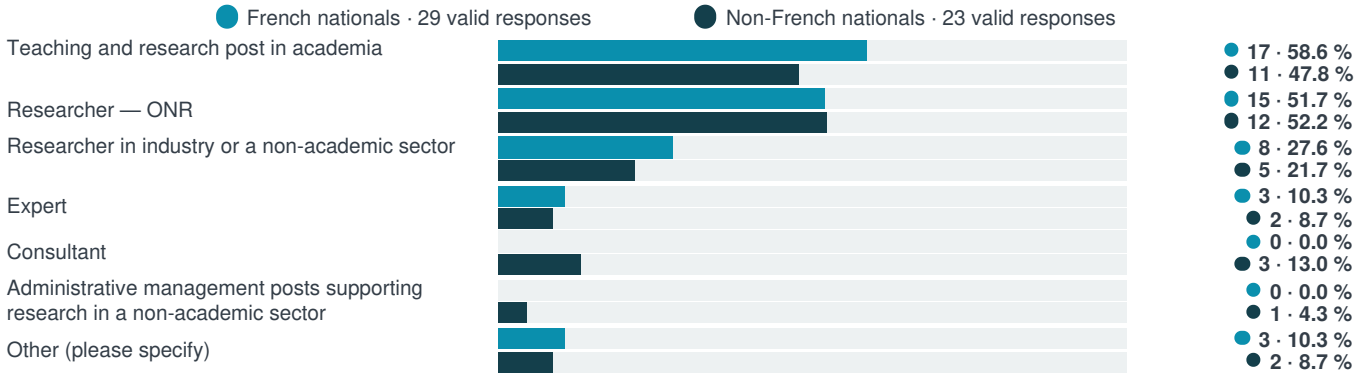
Which career support schemes are most appropriate?



How would you rate the information available at Université Côte d'Azur on your career progression opportunities?



What are your career plans?



SECTION 03: TRAINING AND RESEARCH FUNDING

Analysis of results

Access to training is uneven. 53.8% of postdoctoral researchers have attended no training since arriving at Université Côte d'Azur; 46.2% have attended at least one course, including 9.6% at least one per year. 61.5% report access to training to develop additional skills; 28.8% have no access but would like it, and 9.6% have no access and are not interested.

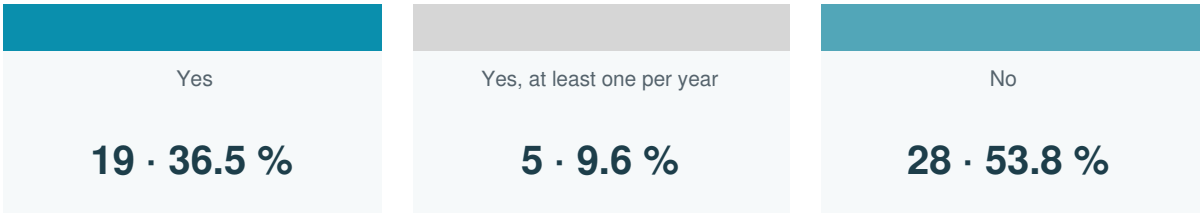
The transferable skills postdoctoral researchers would like to develop are "Networking and interdisciplinary collaboration" (45.8%), "An individual support pathway, such as project development or mentoring" (37.5%), and "Science communication (written/oral)" (33.3%). The training schemes considered most useful are "A research training pathway dedicated to academic careers" (40.8%), "A support pathway for non-academic research careers" (22.4%), and "Recognition of skills through certification of training modules" (18.4%).

51.9% of postdoctoral researchers have submitted a funding application since their arrival. 23.1% have not submitted one because they had no need. 25.0% have not submitted one for another reason: 13.5% due to lack of time, 9.6% due to lack of support, and 1.9% due to limited visibility of calls for proposals.

Among the 27 respondents who submitted an application, 19 reported the administrative support received at submission: 78.9% cite their research unit, 21.1% research support services (DRVI), and 15.8% other university services. For monitoring an awarded project (14 responses), the research unit is cited by 85.7%. The schemes considered most useful for preparing a response to a call for proposals (27 responses) are "Personalised advice, application review service" (88.9%), "Mentoring by experienced researchers" (74.1%), and "Dedicated training workshops and seminars" (37.0%).

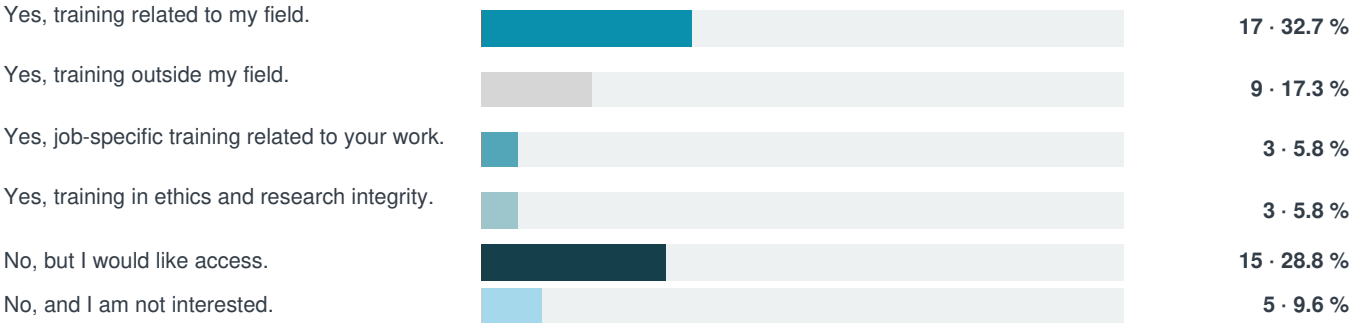
Have you attended at least one training course since arriving at Université Côte d'Azur?

Valid responses: 52 *Share of the 52 respondents: 100 %*



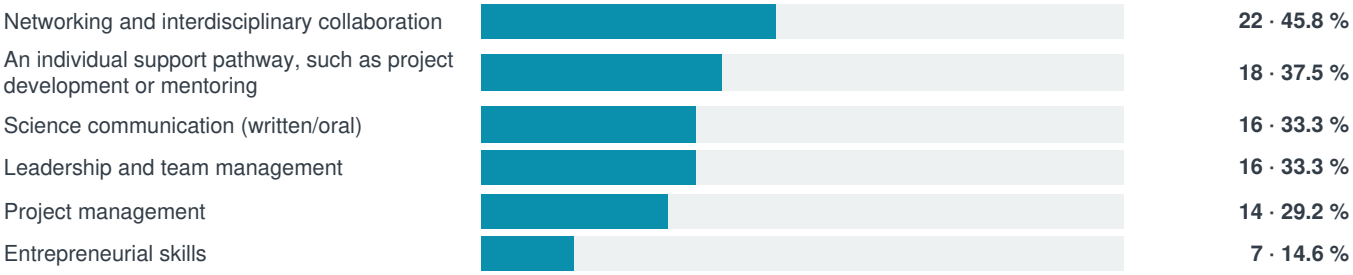
Do you have access to training to develop additional skills?

Valid responses: 52 *Share of the 52 respondents: 100 %*



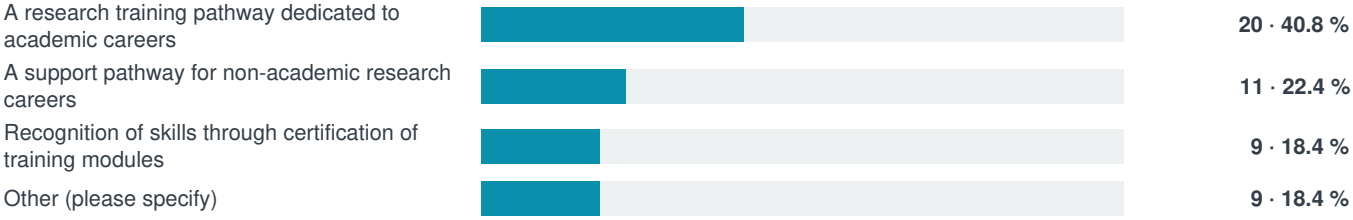
Which transferable skills would you like to develop?

Valid responses: 48 *Share of the 52 respondents: 92 %*



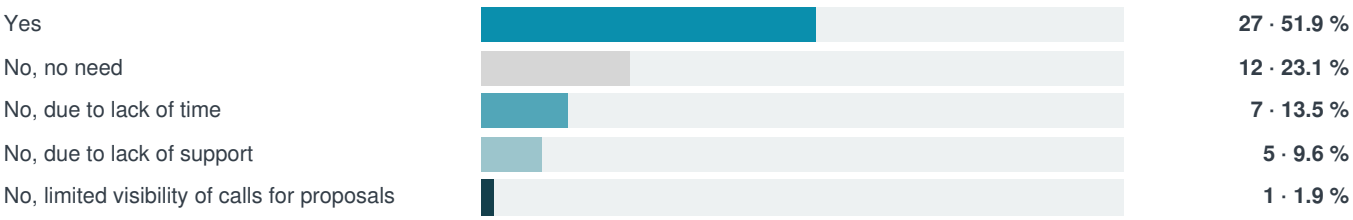
Which training schemes do you consider most useful?

Valid responses: 49 *Share of the 52 respondents: 94 %*



Have you submitted funding applications since arriving at Université Côte d'Azur?

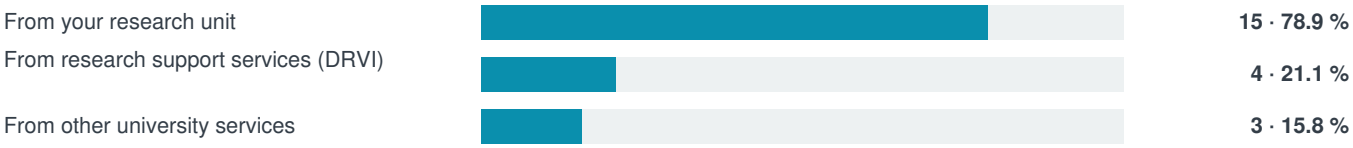
Valid responses: 52 *Share of the 52 respondents: 100 %*



Have you received administrative support when submitting applications to calls for proposals?

Follow-up to: "Have you submitted funding applications since arriving at Université Côte d'Azur?"

Valid responses: 19



Question asked of the 27 respondents who answered "Yes" to the previous question; 19 answered it.

Have you received support for monitoring an awarded project?

Follow-up to: "Have you submitted funding applications since arriving at Université Côte d'Azur?"

Valid responses: 14



Question asked of the 27 respondents who answered "Yes" to the previous question; 14 answered it.

Which schemes do you consider most useful for preparing a response to a call for proposals?

Follow-up to: "Have you submitted funding applications since arriving at Université Côte d'Azur?"

Valid responses: 27

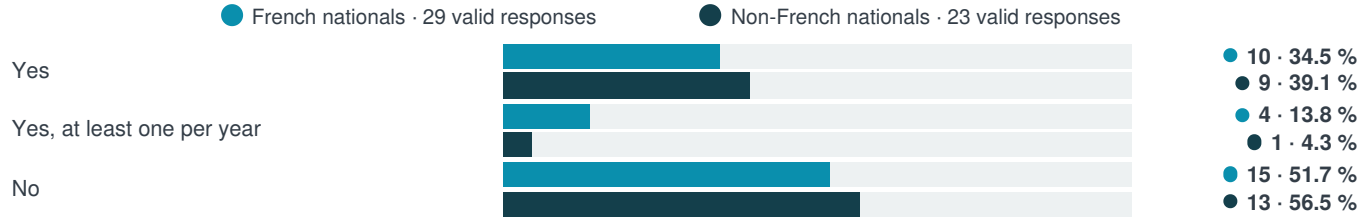


Question asked of the 27 respondents who answered "Yes" to the previous question; 27 answered it.

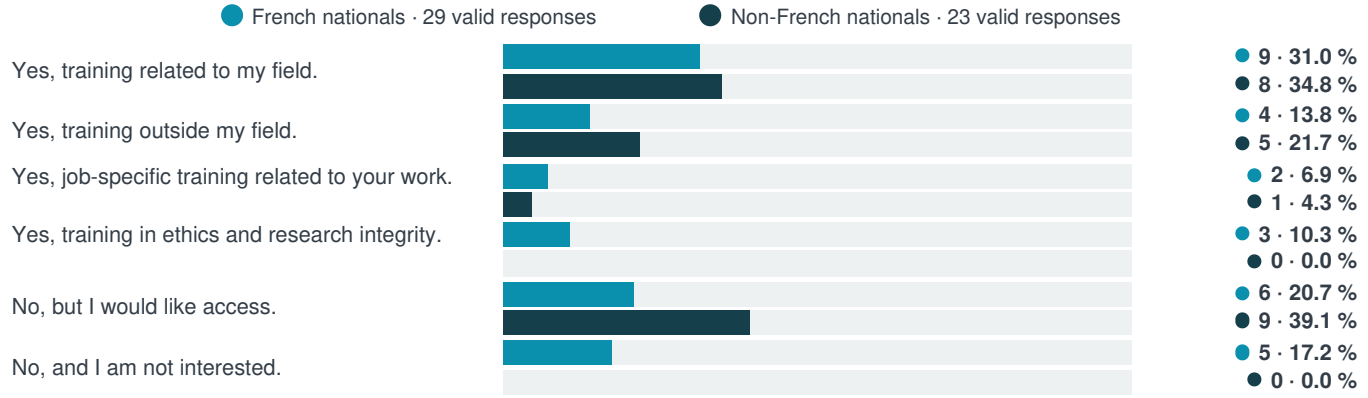
TRAINING AND RESEARCH FUNDING — COMPARISON BY NATIONALITY

Comparison by reported nationality (question "Are you a French national?"; French nationals: 29 respondents; non-French nationals: 23 respondents). Percentages are calculated within each group from its valid responses to the question. Small samples: one response represents 3.4 percentage points in the first group and 4.3 points in the second (more where fewer respondents answer the question); differences of a few points cannot be interpreted.

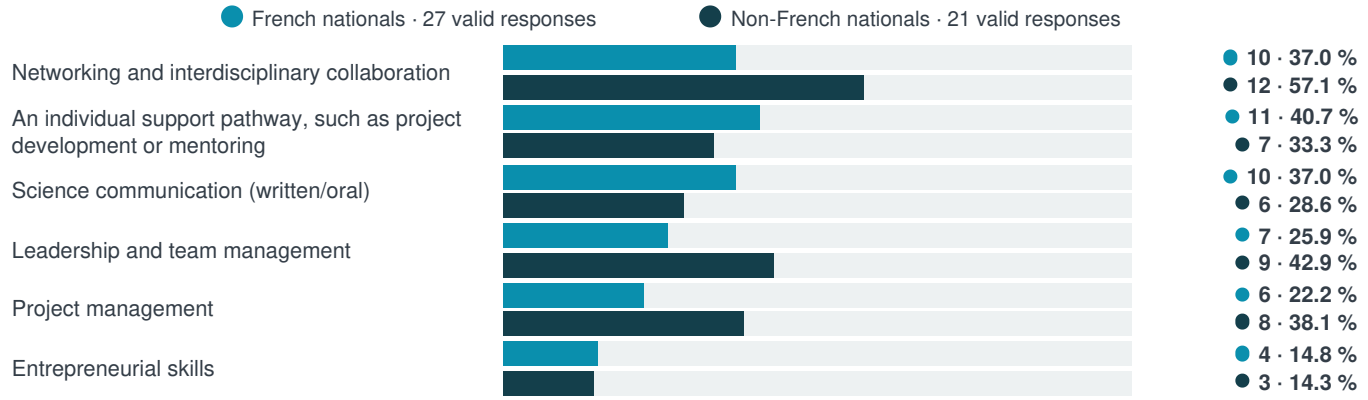
Have you attended at least one training course since arriving at Université Côte d'Azur?



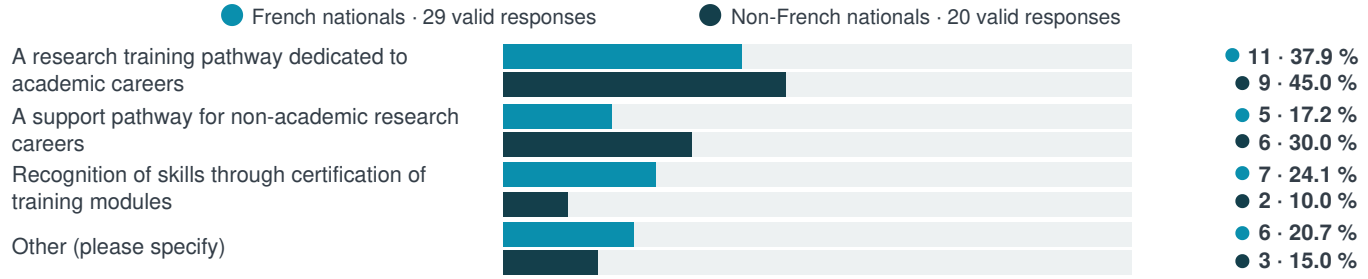
Do you have access to training to develop additional skills?



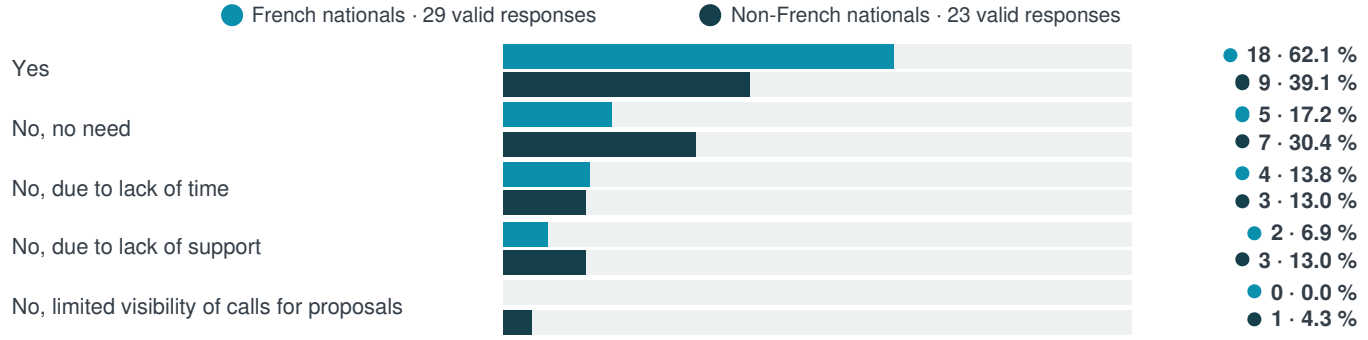
Which transferable skills would you like to develop?



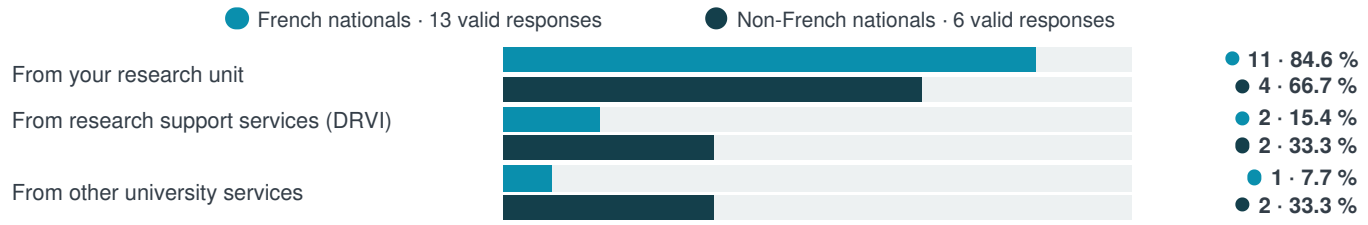
Which training schemes do you consider most useful?



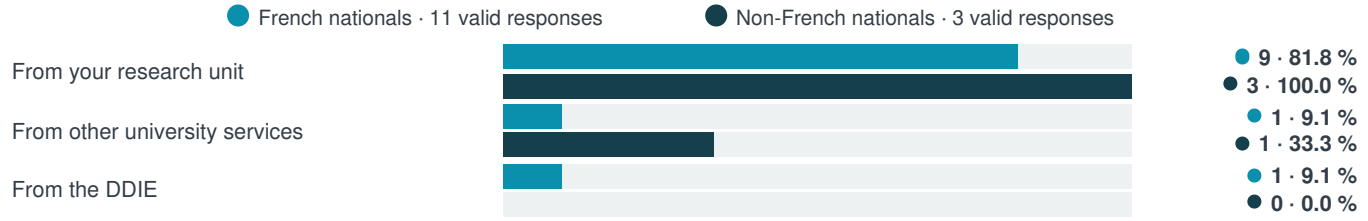
Have you submitted funding applications since arriving at Université Côte d'Azur?



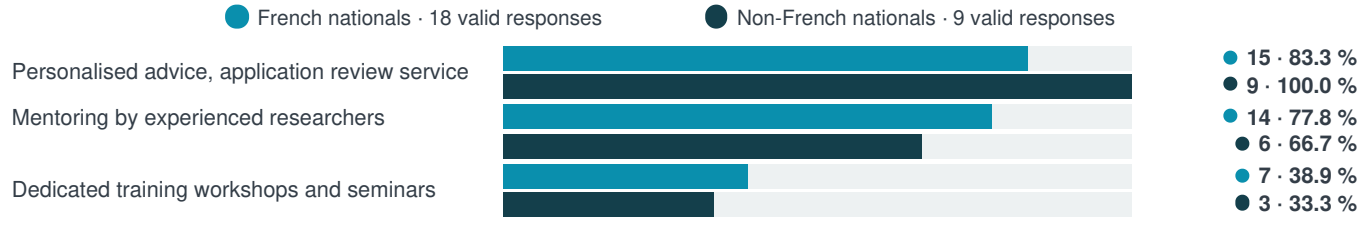
Have you received administrative support when submitting applications to calls for proposals?



Have you received support for monitoring an awarded project?



Which schemes do you consider most useful for preparing a response to a call for proposals?



SECTION 04: WORKING ENVIRONMENT AND SUPERVISION

Analysis of results

The working environment is rated fairly positively. Postdoctoral researchers report being very or fairly satisfied with interactions and collaboration with other researchers (76.5%), publication opportunities (76.9%), the intellectual stimulation of the post and environment (76.9%), clarity of expectations and support from supervisors (72.5%), and ease of access to research platforms (65.4%).

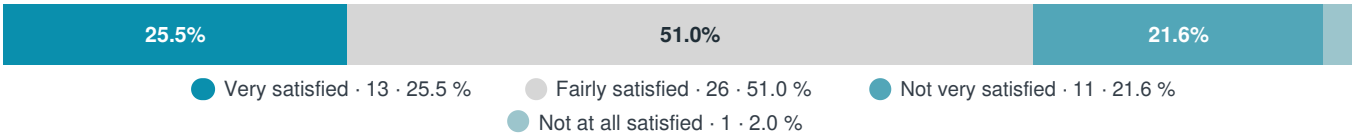
The shares of postdoctoral researchers who are not very or not at all satisfied are 23.5% for interactions and collaboration, 19.6% for clarity of expectations and support from supervisors, 21.2% for publication opportunities, 23.1% for intellectual stimulation, and 32.7% for access to research platforms.

Teaching opportunities stand out: 42.3% report being very or fairly satisfied, 32.7% not very or not at all satisfied, and 25.0% consider the question not applicable.

POSTDOCTORAL SURVEY — WORKING ENVIRONMENT AND SUPERVISION

Overall, how satisfied are you with interactions and collaboration with other researchers?

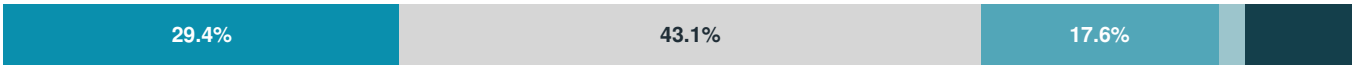
Valid responses: 51 *Share of the 52 respondents: 98 %*



Very satisfied · 13 · 25.5 % Fairly satisfied · 26 · 51.0 % Not very satisfied · 11 · 21.6 %
Not at all satisfied · 1 · 2.0 %

Overall, how satisfied are you with the clarity of expectations and support from supervisors (regarding research, teaching, etc.)?

Valid responses: 51 *Share of the 52 respondents: 98 %*



Very satisfied · 15 · 29.4 % Fairly satisfied · 22 · 43.1 % Not very satisfied · 9 · 17.6 %
Not at all satisfied · 1 · 2.0 % Not applicable · 4 · 7.8 %

Overall, how satisfied are you with teaching opportunities?

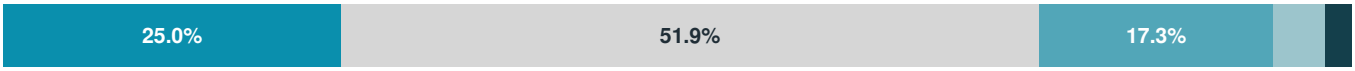
Valid responses: 52 *Share of the 52 respondents: 100 %*



Very satisfied · 9 · 17.3 % Fairly satisfied · 13 · 25.0 % Not very satisfied · 14 · 26.9 %
Not at all satisfied · 3 · 5.8 % Not applicable · 13 · 25.0 %

Overall, how satisfied are you with publication opportunities?

Valid responses: 52 *Share of the 52 respondents: 100 %*



Very satisfied · 13 · 25.0 % Fairly satisfied · 27 · 51.9 % Not very satisfied · 9 · 17.3 %
Not at all satisfied · 2 · 3.8 % Not applicable · 1 · 1.9 %

Overall, how satisfied are you with the intellectual stimulation of the post/environment?

Valid responses: 52 *Share of the 52 respondents: 100 %*



Very satisfied · 21 · 40.4 % Fairly satisfied · 19 · 36.5 % Not very satisfied · 11 · 21.2 %
Not at all satisfied · 1 · 1.9 %

Overall, how satisfied are you with ease of access to research platforms?

Valid responses: 52 *Share of the 52 respondents: 100 %*

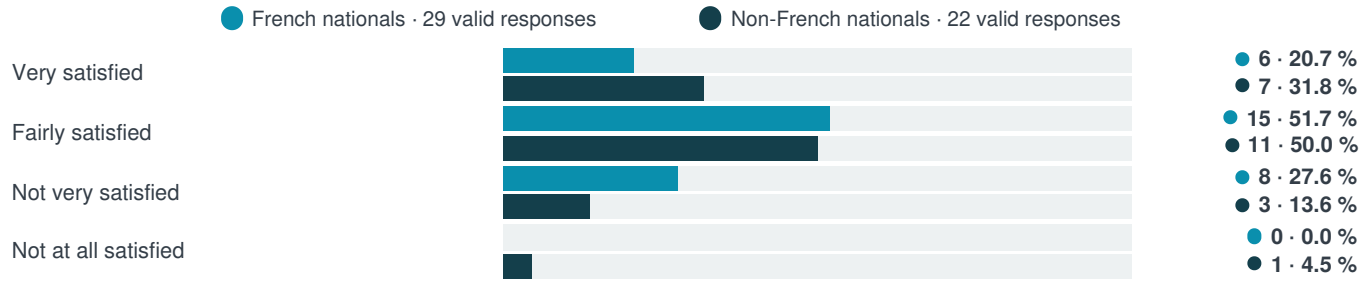


Very satisfied · 11 · 21.2 % Fairly satisfied · 23 · 44.2 % Not very satisfied · 12 · 23.1 %
Not at all satisfied · 5 · 9.6 % Not applicable · 1 · 1.9 %

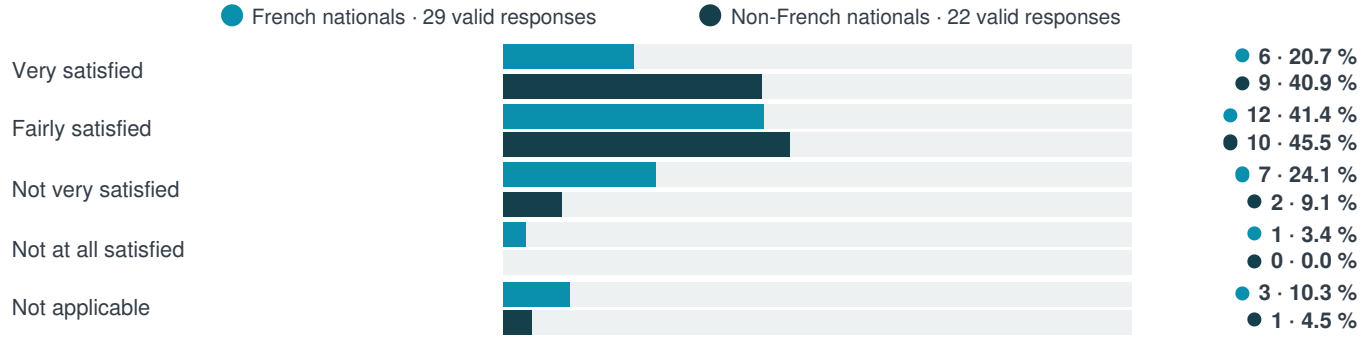
WORKING ENVIRONMENT AND SUPERVISION — COMPARISON BY NATIONALITY

Comparison by reported nationality (question "Are you a French national?"; French nationals: 29 respondents; non-French nationals: 23 respondents). Percentages are calculated within each group from its valid responses to the question. Small samples: one response represents 3.4 percentage points in the first group and 4.3 points in the second (more where fewer respondents answer the question); differences of a few points cannot be interpreted.

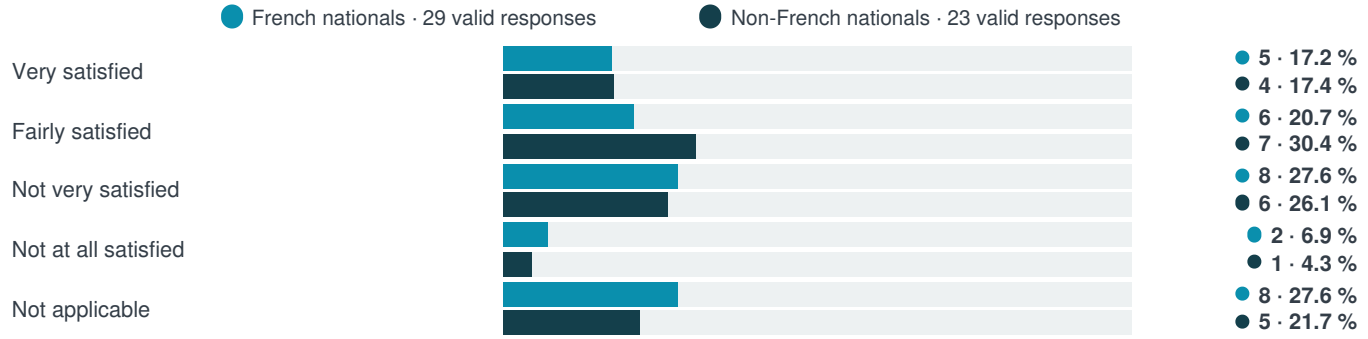
Overall, how satisfied are you with interactions and collaboration with other researchers?



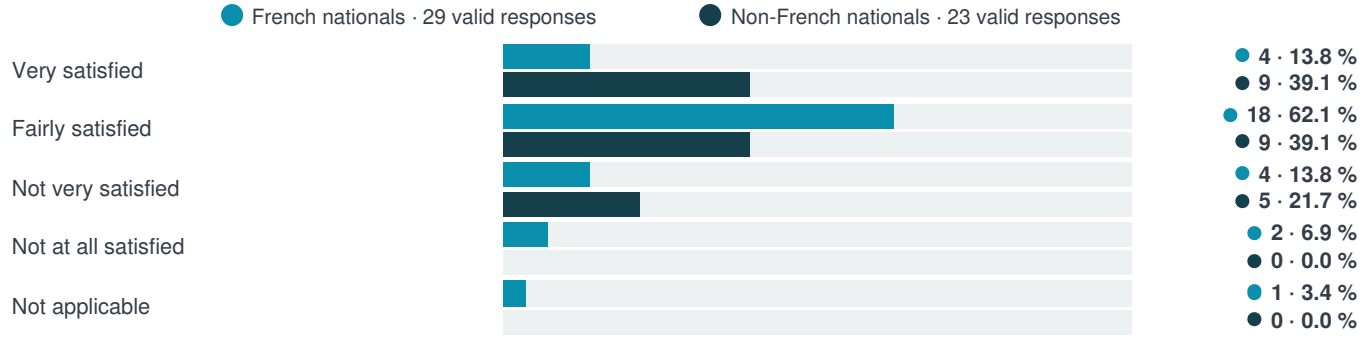
Overall, how satisfied are you with the clarity of expectations and support from supervisors (regarding research, teaching, etc.)?



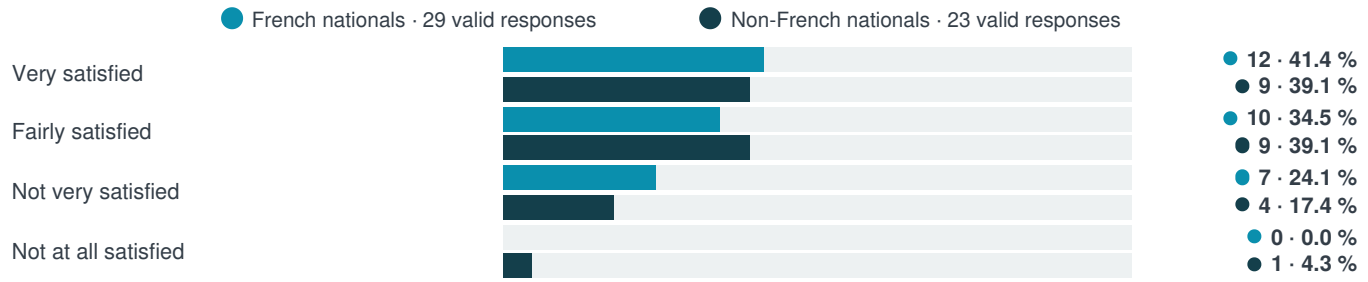
Overall, how satisfied are you with teaching opportunities?



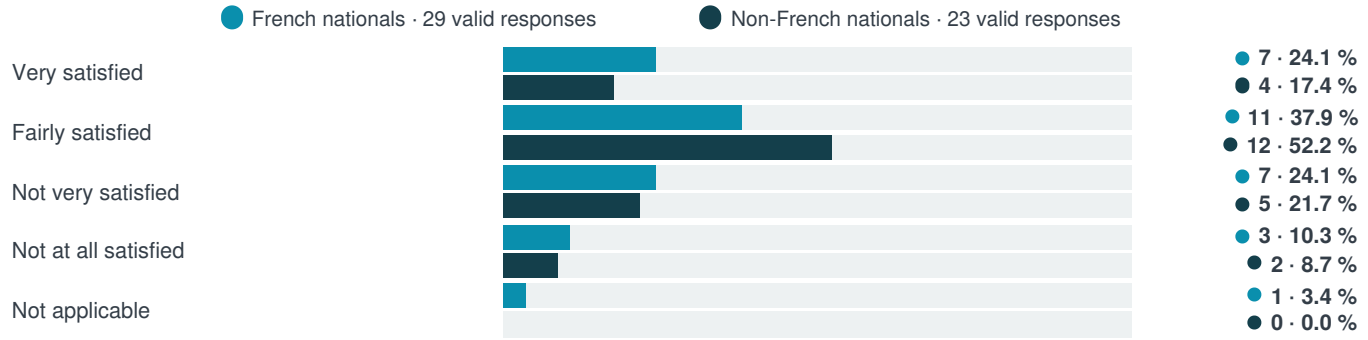
Overall, how satisfied are you with publication opportunities?



Overall, how satisfied are you with the intellectual stimulation of the post/environment?



Overall, how satisfied are you with ease of access to research platforms?



SECTION 05: ETHICS, OPEN SCIENCE, EQUALITY AND WORK–LIFE BALANCE

Analysis of results

56.0% of postdoctoral researchers report having appropriate freedom and support on matters of ethics and professional conduct, 36.0% "sometimes", and 8.0% rarely. Regarding sharing results on open science platforms, 48.0% feel strongly encouraged and 32.0% moderately encouraged; 20.0% feel only slightly or not at all encouraged.

Concrete efforts by the laboratory to promote equality at work, diversity and inclusion are considered regular by 39.6%, present but infrequent by 37.5%, and non-existent by 22.9%.

Support from the laboratory or institution to maintain work–life balance leaves 63.5% of postdoctoral researchers very or fairly satisfied, compared with 23.1% not very or not at all satisfied; 13.5% consider the question not applicable.

Support schemes for researchers with specific needs are considered insufficiently known by 62.0% of postdoctoral researchers, sufficiently known by 12.0%, sufficiently used by 20.0%, and insufficiently used by 6.0%.

POSTDOCTORAL SURVEY — ETHICS, OPEN SCIENCE, EQUALITY AND WORK–LIFE BALANCE

Do you have appropriate freedom and support on matters of ethics and professional conduct to carry out your research?

Valid responses: 50 *Share of the 52 respondents: 96 %*



Yes · 28 · 56.0 % Yes, sometimes · 18 · 36.0 % Rarely · 4 · 8.0 %

How strongly do you feel encouraged to share your research results on open science platforms (open data, open access to publications, etc.)?

Valid responses: 50 *Share of the 52 respondents: 96 %*



Strongly encouraged · 24 · 48.0 % Moderately encouraged · 16 · 32.0 % Slightly encouraged · 9 · 18.0 %
Not encouraged · 1 · 2.0 %

Does your laboratory make concrete efforts to improve equality at work, diversity and inclusion?

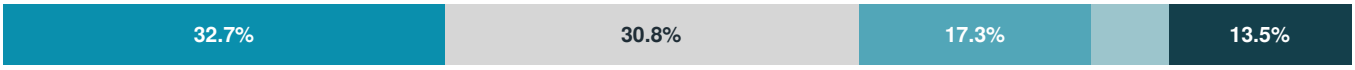
Valid responses: 48 *Share of the 52 respondents: 92 %*



Yes, regular activities are organised · 19 · 39.6 % Yes, but they are infrequent · 18 · 37.5 %
No, there are no significant efforts · 11 · 22.9 %

Overall, how satisfied are you with support from the laboratory (or institution) to maintain work–life balance?

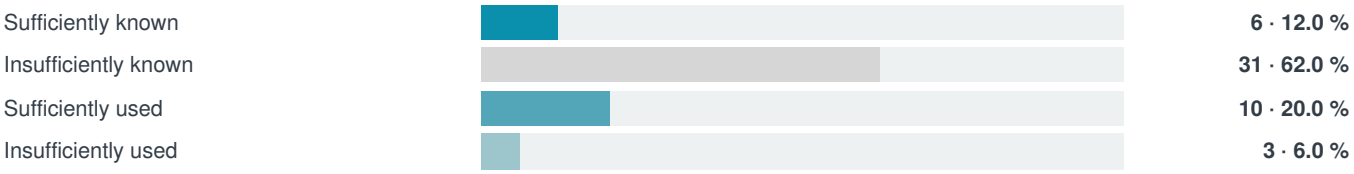
Valid responses: 52 *Share of the 52 respondents: 100 %*



Very satisfied · 17 · 32.7 % Fairly satisfied · 16 · 30.8 % Not very satisfied · 9 · 17.3 %
Not at all satisfied · 3 · 5.8 % Not applicable · 7 · 13.5 %

Support schemes for researchers with specific needs (personalised assistance, international mobility grant, etc.) are:

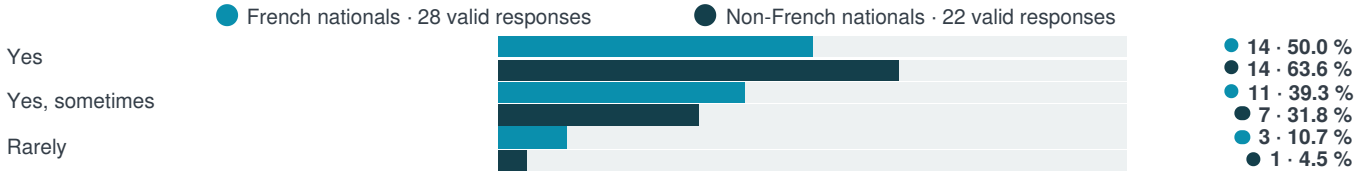
Valid responses: 50 *Share of the 52 respondents: 96 %*



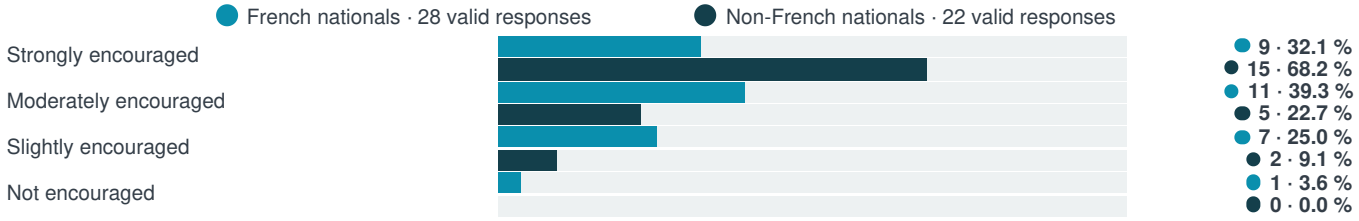
ETHICS, OPEN SCIENCE, EQUALITY AND WORK–LIFE BALANCE — COMPARISON BY NATIONALITY

Comparison by reported nationality (question "Are you a French national?"; French nationals: 29 respondents; non-French nationals: 23 respondents). Percentages are calculated within each group from its valid responses to the question. Small samples: one response represents 3.4 percentage points in the first group and 4.3 points in the second (more where fewer respondents answer the question); differences of a few points cannot be interpreted.

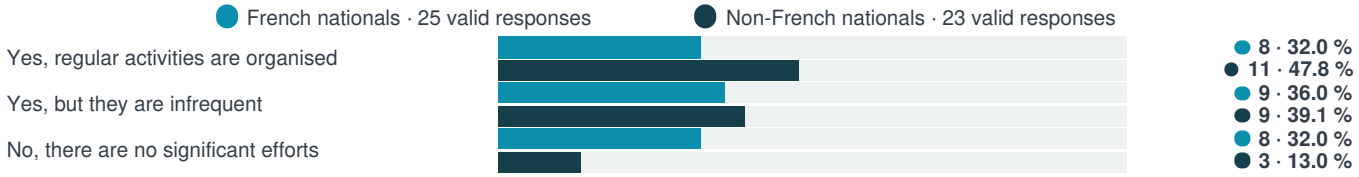
Do you have appropriate freedom and support on matters of ethics and professional conduct to carry out your research?



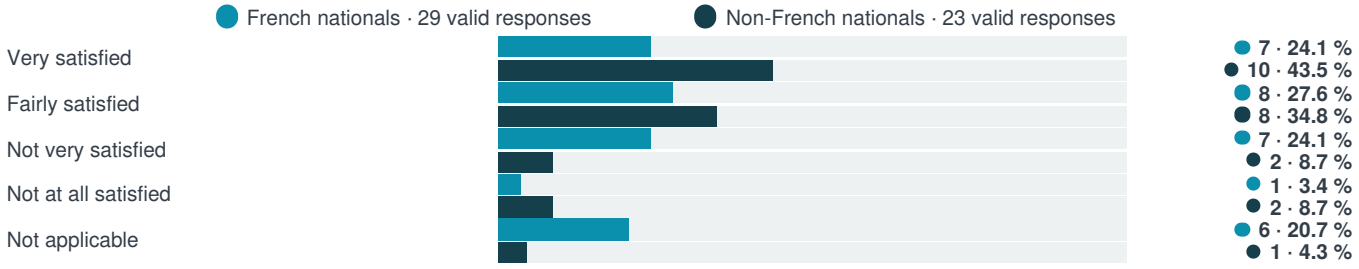
How strongly do you feel encouraged to share your research results on open science platforms (open data, open access to publications, etc.)?



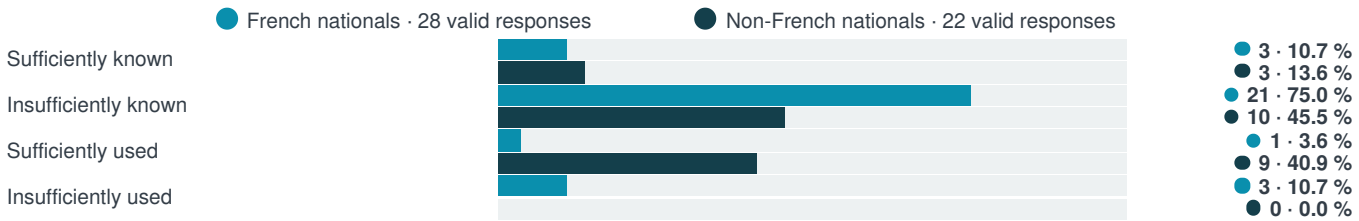
Does your laboratory make concrete efforts to improve equality at work, diversity and inclusion?



Overall, how satisfied are you with support from the laboratory (or institution) to maintain work–life balance?



Support schemes for researchers with specific needs (personalised assistance, international mobility grant, etc.) are:



SECTION 06: INDUCTION AND INTERNATIONAL MOBILITY

Analysis of results

40.4% of postdoctoral researchers received support on arrival (administration, housing, integration) and 59.6% did not. 14.9% report that integration did not go smoothly, with or without support. This question received 47 responses, including 24 from French nationals; the comparison by nationality appears at the end of the section.

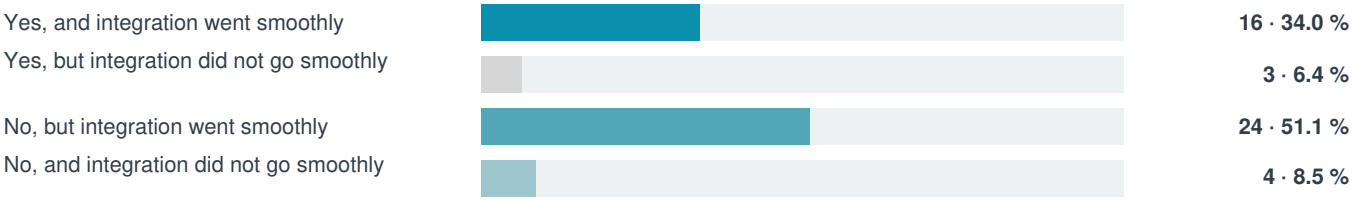
Support offered by the laboratory for cultural and language integration is considered fully appropriate by 23.9%, appropriate but with scope for improvement by 52.2%, insufficient by 13.0%, and non-existent by 10.9%.

To improve induction for international postdoctoral researchers, the scheme considered most useful is "Personalised support with settling-in procedures" (85.1%), ahead of "Networking with other postdoctoral researchers" (40.4%) and "A single HR administrator" (31.9%).

International mobility schemes are considered fully appropriate by 13.6%, appropriate but with scope for improvement by 65.9%, and insufficient by 20.5%.

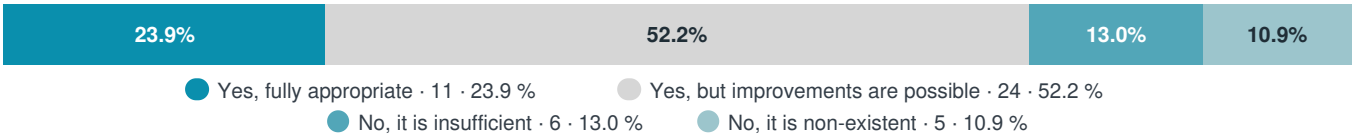
Did you receive support on arrival (administration, housing, integration)?

Valid responses: 47 *Share of the 52 respondents: 90 %*



Is the support offered by your laboratory to facilitate cultural and language integration sufficient?

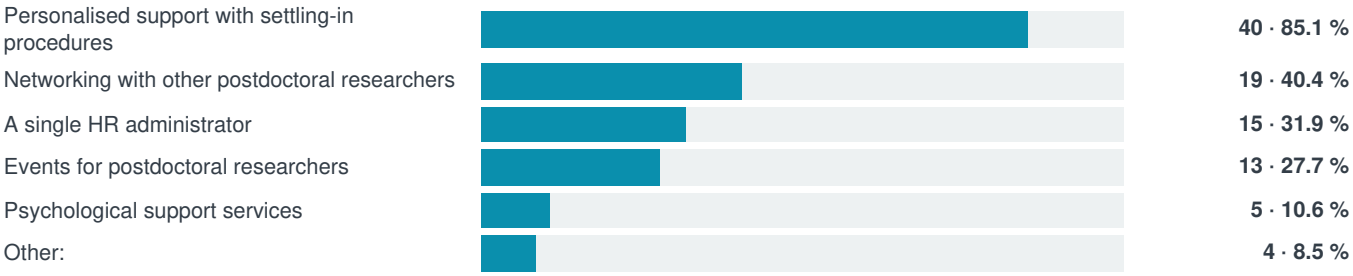
Valid responses: 46 *Share of the 52 respondents: 88 %*



Yes, fully appropriate · 11 · 23.9 % Yes, but improvements are possible · 24 · 52.2 %
No, it is insufficient · 6 · 13.0 % No, it is non-existent · 5 · 10.9 %

Which schemes do you consider most useful for improving induction for international postdoctoral researchers?

Valid responses: 47 *Share of the 52 respondents: 90 %*



Are international mobility schemes appropriate to your needs?

Valid responses: 44 *Share of the 52 respondents: 85 %*

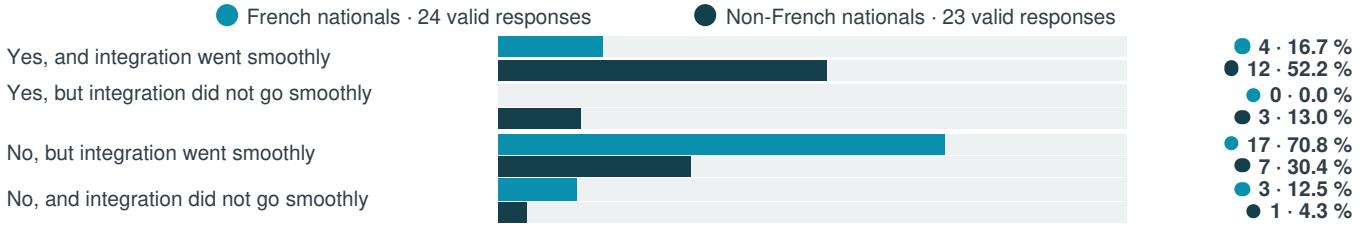


Yes, fully appropriate · 6 · 13.6 % Yes, but improvements are possible · 29 · 65.9 %
No, they are insufficient · 9 · 20.5 %

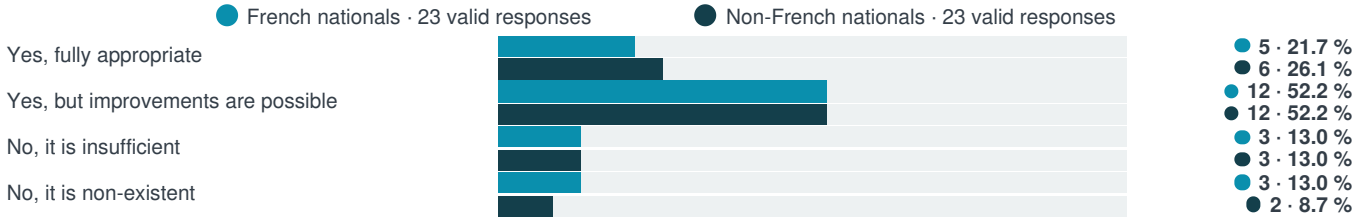
INDUCTION AND INTERNATIONAL MOBILITY — COMPARISON BY NATIONALITY

Comparison by reported nationality (question "Are you a French national?"; French nationals: 29 respondents; non-French nationals: 23 respondents). Percentages are calculated within each group from its valid responses to the question. Small samples: one response represents 3.4 percentage points in the first group and 4.3 points in the second (more where fewer respondents answer the question); differences of a few points cannot be interpreted.

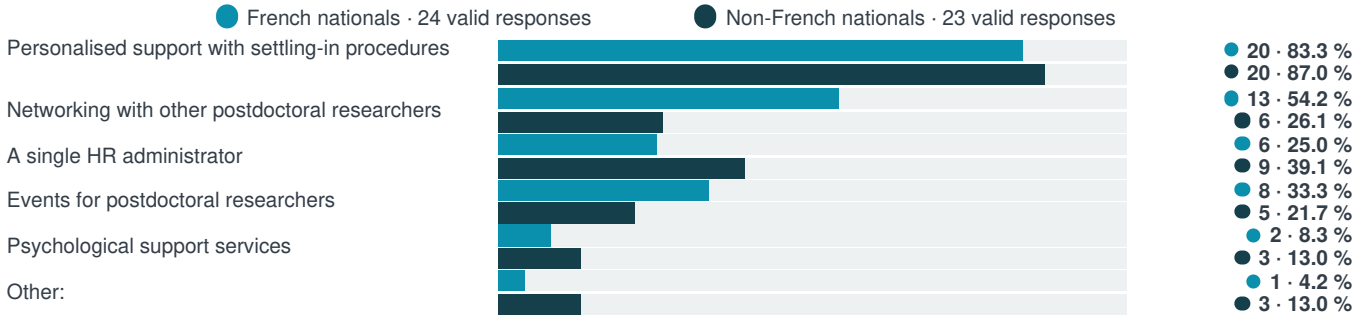
Did you receive support on arrival (administration, housing, integration)?



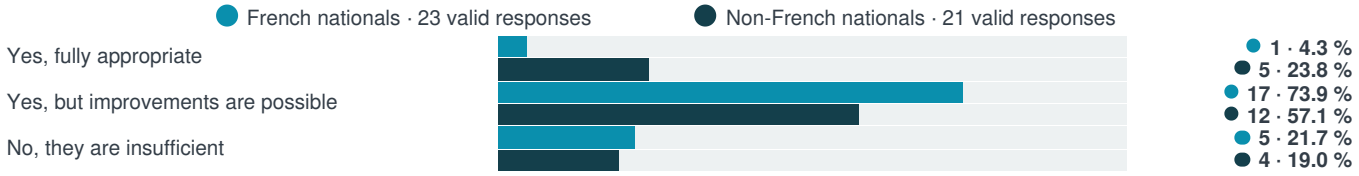
Is the support offered by your laboratory to facilitate cultural and language integration sufficient?



Which schemes do you consider most useful for improving induction for international postdoctoral researchers?



Are international mobility schemes appropriate to your needs?



SECTION 07: OPPORTUNITIES BEYOND ACADEMIA

Analysis of results

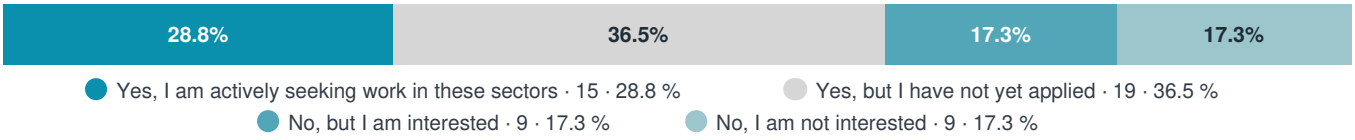
65.4% of postdoctoral researchers have considered working in a sector outside academic research (industry, government, NGOs, etc.), including 28.8% actively seeking work in these sectors and 36.5% who have not yet applied. 17.3% have not considered it but are interested; 17.3% are not interested.

Their laboratory helps them explore these opportunities regularly for 7.8%, and to a limited extent for 13.7%. 49.0% say it does not but that this would be useful, and 29.4% say it is not offered.

Support for projects to establish start-ups is considered not applicable by 56.0% of respondents; 34.0% report being not very or not at all satisfied, and 10.0% fairly satisfied.

Have you considered working in a sector outside academic research (industry, government, NGOs, etc.)?

Valid responses: 52 *Share of the 52 respondents: 100 %*



Does your laboratory help you explore opportunities in other sectors (industry, private business, etc.)?

Valid responses: 51 *Share of the 52 respondents: 98 %*



Support for projects to establish start-ups is:

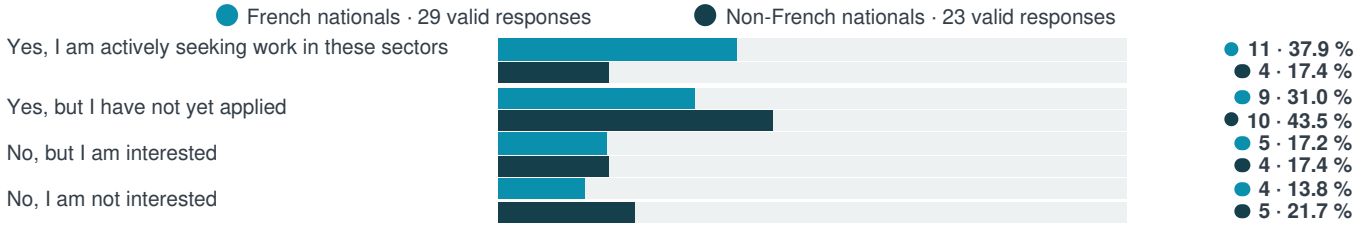
Valid responses: 50 *Share of the 52 respondents: 96 %*



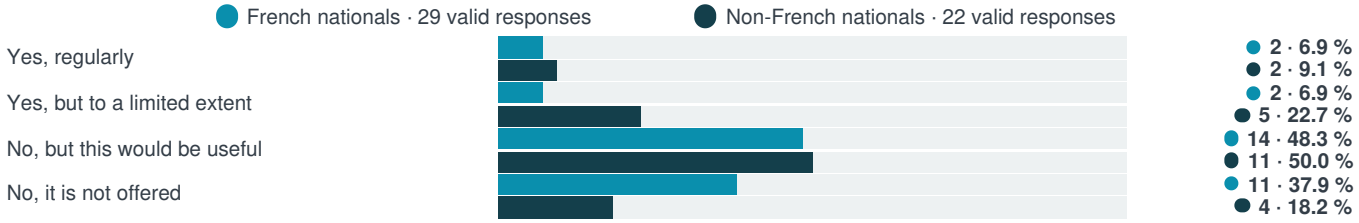
OPPORTUNITIES BEYOND ACADEMIA — COMPARISON BY NATIONALITY

Comparison by reported nationality (question "Are you a French national?"; French nationals: 29 respondents; non-French nationals: 23 respondents). Percentages are calculated within each group from its valid responses to the question. Small samples: one response represents 3.4 percentage points in the first group and 4.3 points in the second (more where fewer respondents answer the question); differences of a few points cannot be interpreted.

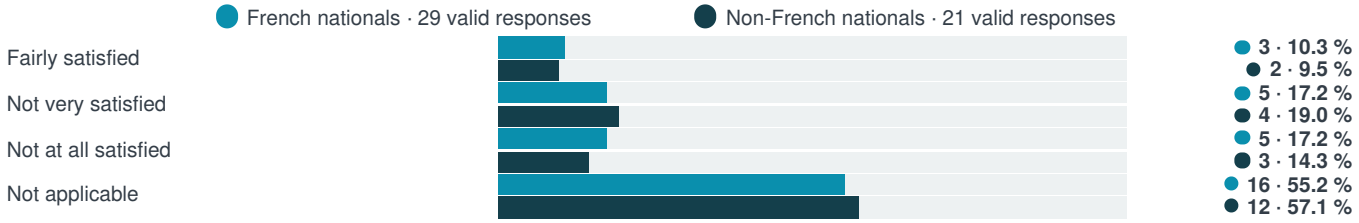
Have you considered working in a sector outside academic research (industry, government, NGOs, etc.)?



Does your laboratory help you explore opportunities in other sectors (industry, private business, etc.)?



Support for projects to establish start-ups is:



Survey of postdoctoral researchers at Université Côte d'Azur

SECTION 08: ARTIFICIAL INTELLIGENCE

Artificial intelligence

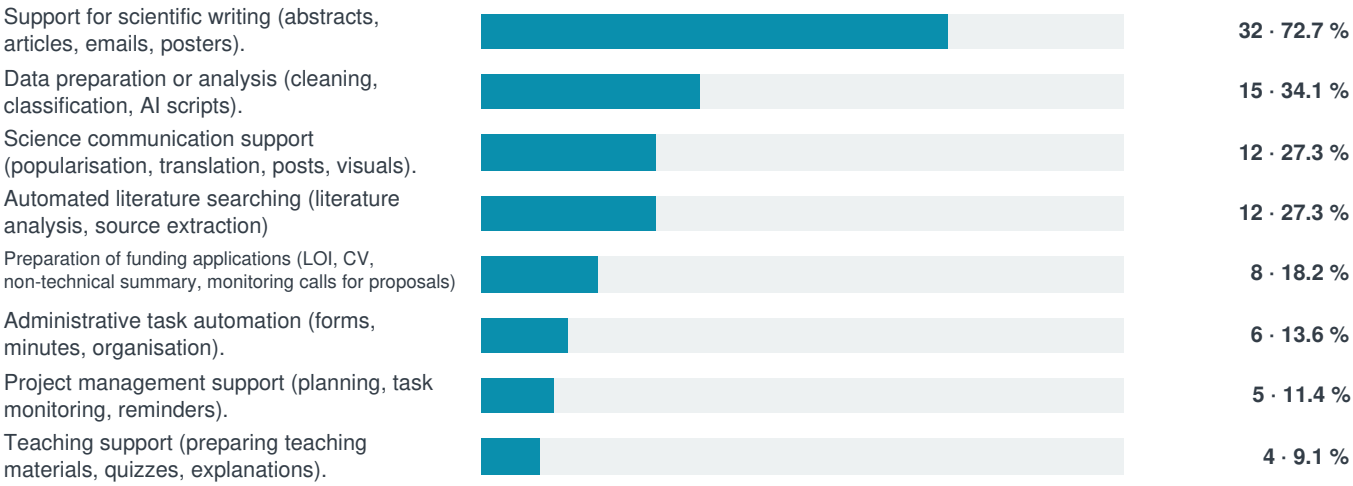
Reported uses of AI in research activities (multiple answers possible) are dominated by scientific writing (72.7%: abstracts, articles, emails, posters). These are followed by data preparation or analysis (34.1%), automated literature searching (27.3%) and science communication support (27.3%). Preparation of funding applications (18.2%), administrative task automation (13.6%), project management support (11.4%) and teaching support (9.1%) remain less common.

The services postdoctoral researchers would like the university to provide primarily concern securing funding and reducing administrative burdens: a tool to identify relevant calls for proposals automatically (61.1%), an assistant for drafting funding applications (50.0%), and an assistant to automate research-related administrative tasks (44.4%). These are followed by tools supporting HR, training or careers (30.6%), a dissemination and knowledge valorisation platform (25.0%), doctoral and postdoctoral monitoring (16.7%), a laboratory assistant (13.9%), and a financial dashboard (11.1%).

Expectations thus shift from current uses, centred on text production, towards funding and administrative services, which are still little used today (preparation of funding applications 18.2%, administrative task automation 13.6%).

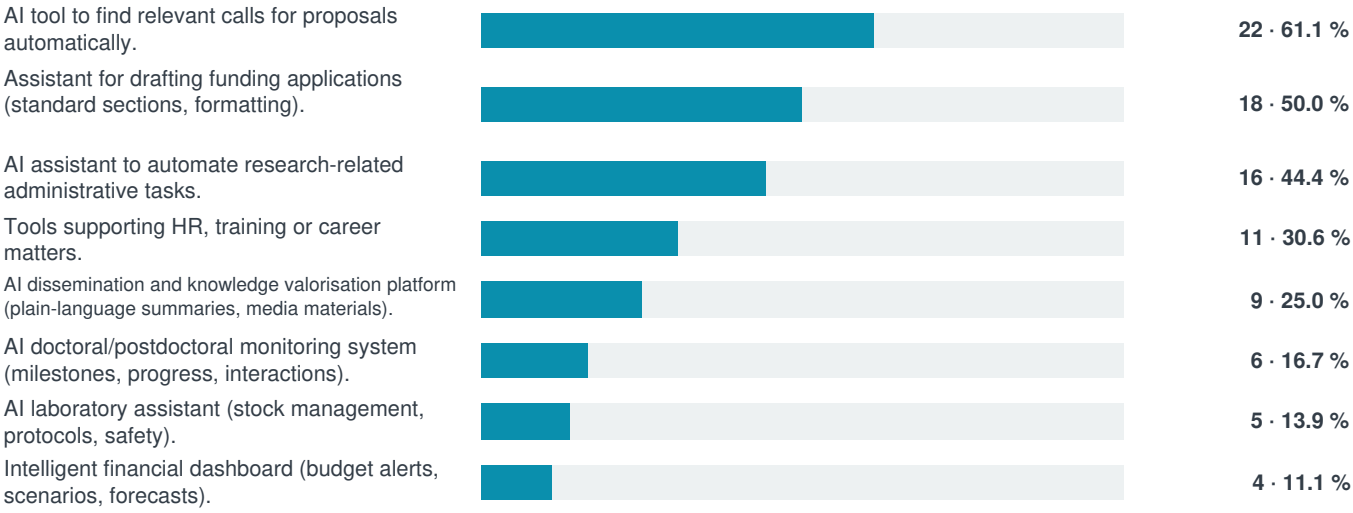
Which of the following uses do you already apply in your research activities? (Multiple answers possible)

Valid responses: 44 *Share of the 52 respondents: 85 %*



Which of the following AI services would you like the university to make available to you? (Multiple answers possible)

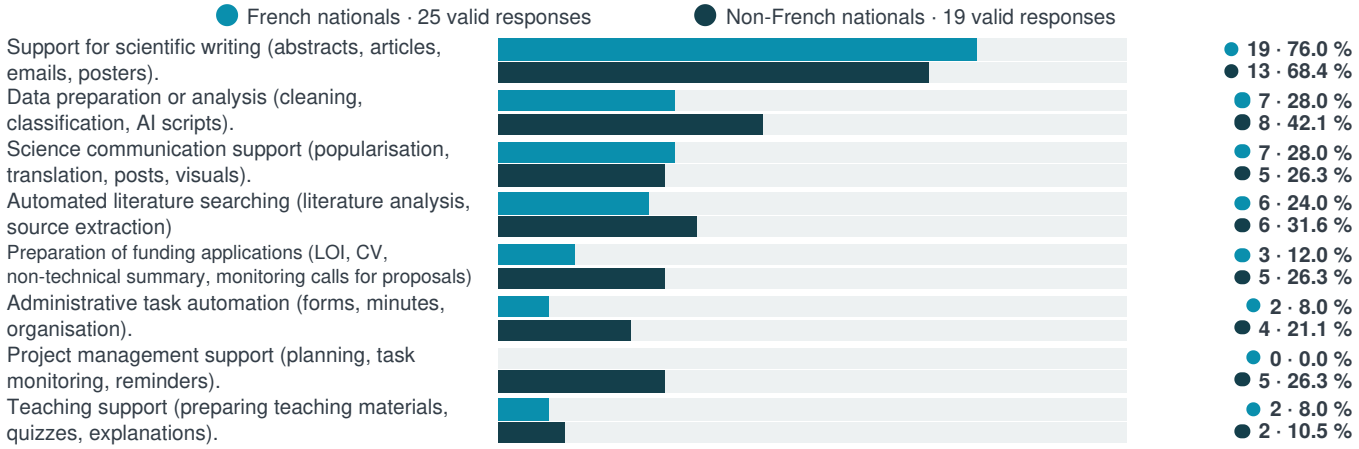
Valid responses: 36 *Share of the 52 respondents: 69 %*



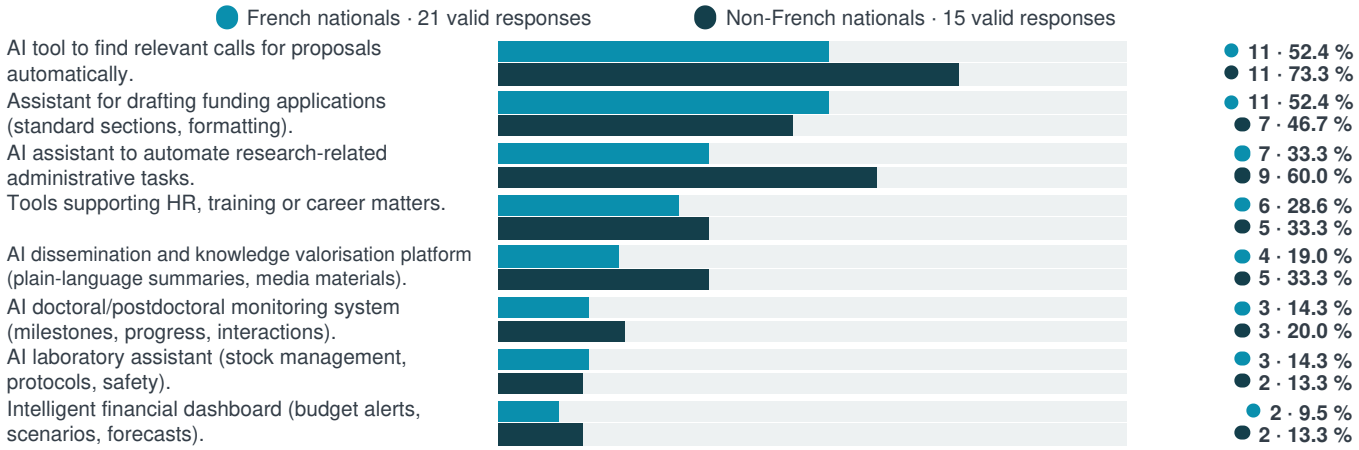
ARTIFICIAL INTELLIGENCE — COMPARISON BY NATIONALITY

Comparison by reported nationality (question "Are you a French national?"; French nationals: 29 respondents; non-French nationals: 23 respondents). Percentages are calculated within each group from its valid responses to the question. Small samples: one response represents 3.4 percentage points in the first group and 4.3 points in the second (more where fewer respondents answer the question); differences of a few points cannot be interpreted.

Which of the following uses do you already apply in your research activities? (Multiple answers possible)



Which of the following AI services would you like the university to make available to you? (Multiple answers possible)



Annex — Mapping to the HRS4R pillars

This annex maps the survey questions to the four pillars of the European Charter for Researchers (2023 version). The mapping is indicative. Pillar 2 contains no questions on recruitment, assessment of research work or promotion criteria; it is represented only by questions on career opportunities and information. Click a question to go directly to it.

Pillar 1 — Ethics, integrity, gender and open science

Do you have appropriate freedom and support on matters of ethics and professional conduct to carry out your research?	05 · Ethics, open science, equality and work–life balance	p. 18
How strongly do you feel encouraged to share your research results on open science platforms (open data, open access to publications, etc.)?	05 · Ethics, open science, equality and work–life balance	p. 18
Does your laboratory make concrete efforts to improve equality at work, diversity and inclusion?	05 · Ethics, open science, equality and work–life balance	p. 18
Support schemes for researchers with specific needs (personalised assistance, international mobility grant, etc.) are:	05 · Ethics, open science, equality and work–life balance	p. 18
Did you receive support on arrival (administration, housing, integration)?	06 · Induction and international mobility	p. 21
Is the support offered by your laboratory to facilitate cultural and language integration sufficient?	06 · Induction and international mobility	p. 21
Which schemes do you consider most useful for improving induction for international postdoctoral researchers?	06 · Induction and international mobility	p. 21
Are international mobility schemes appropriate to your needs?	06 · Induction and international mobility	p. 21

Pillar 2 — Researchers assessment, recruitment and progression

How would you rate your career opportunities in public research generally, in France or abroad?	02 · Career prospects and career plans	p. 6
How would you rate your career opportunities at Université Côte d'Azur?	02 · Career prospects and career plans	p. 6
Which career support schemes are most appropriate?	02 · Career prospects and career plans	p. 6
How would you rate the information available at Université Côte d'Azur on your career progression opportunities?	02 · Career prospects and career plans	p. 6

Pillar 3 — Working conditions and practices

Overall, how satisfied are you with interactions and collaboration with other researchers?	04 · Working environment and supervision	p. 14
Overall, how satisfied are you with the clarity of expectations and support from supervisors (regarding research, teaching, etc.)?	04 · Working environment and supervision	p. 14
Overall, how satisfied are you with teaching opportunities?	04 · Working environment and supervision	p. 14

Overall, how satisfied are you with publication opportunities?	04 · Working environment and supervision	p. 14
Overall, how satisfied are you with the intellectual stimulation of the post/environment?	04 · Working environment and supervision	p. 14
Overall, how satisfied are you with ease of access to research platforms?	04 · Working environment and supervision	p. 14
Overall, how satisfied are you with support from the laboratory (or institution) to maintain work–life balance?	05 · Ethics, open science, equality and work–life balance	p. 18

Pillar 4 — Research careers and talent development

What are your career plans?	02 · Career prospects and career plans	p. 6
Have you attended at least one training course since arriving at Université Côte d'Azur?	03 · Training and research funding	p. 9
Do you have access to training to develop additional skills?	03 · Training and research funding	p. 9
Which transferable skills would you like to develop?	03 · Training and research funding	p. 9
Which training schemes do you consider most useful?	03 · Training and research funding	p. 9
Have you submitted funding applications since arriving at Université Côte d'Azur?	03 · Training and research funding	p. 10
Have you received administrative support when submitting applications to calls for proposals?	03 · Training and research funding	p. 10
Have you received support for monitoring an awarded project?	03 · Training and research funding	p. 10
Which schemes do you consider most useful for preparing a response to a call for proposals?	03 · Training and research funding	p. 10
Have you considered working in a sector outside academic research (industry, government, NGOs, etc.)?	07 · Opportunities beyond academia	p. 24
Does your laboratory help you explore opportunities in other sectors (industry, private business, etc.)?	07 · Opportunities beyond academia	p. 24
Support for projects to establish start-ups is:	07 · Opportunities beyond academia	p. 24

Cross-cutting question — Artificial intelligence

Which of the following uses do you already apply in your research activities? (Multiple answers possible)	08 · Artificial intelligence	p. 27
Which of the following AI services would you like the university to make available to you? (Multiple answers possible)	08 · Artificial intelligence	p. 27

Outside the pillars — Respondent profile

How many years of postdoctoral experience do you have?	01 · Respondent profile	p. 4
Are you a French national?	01 · Respondent profile	p. 4
If not, please specify:	01 · Respondent profile	p. 4