



Survey Results

HRS4R

HR AWARD SURVEY – evaluation

Analysis of the questionnaire survey results related to CTU in Prague regulations and activities in compliance with the principles of The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

I. IN GENERAL

CTU in Prague employs 4 897 employees. The survey was sent out to the employees in October 2018 and simultaneously the collection of data has been in operation.

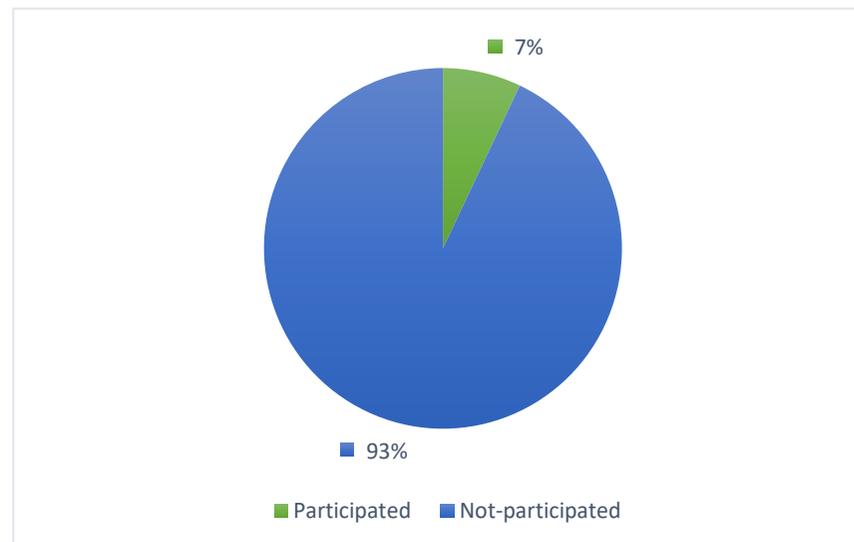
1) Number of people who participated in the survey (table 1, figure1)

Number of employees at CTU is 4 897. The survey was filled out by 346 employees, which accounts for 7 % of total.

Table 1

Participated	346
Not-participated	4 551
Σ	4 897

Figure 1



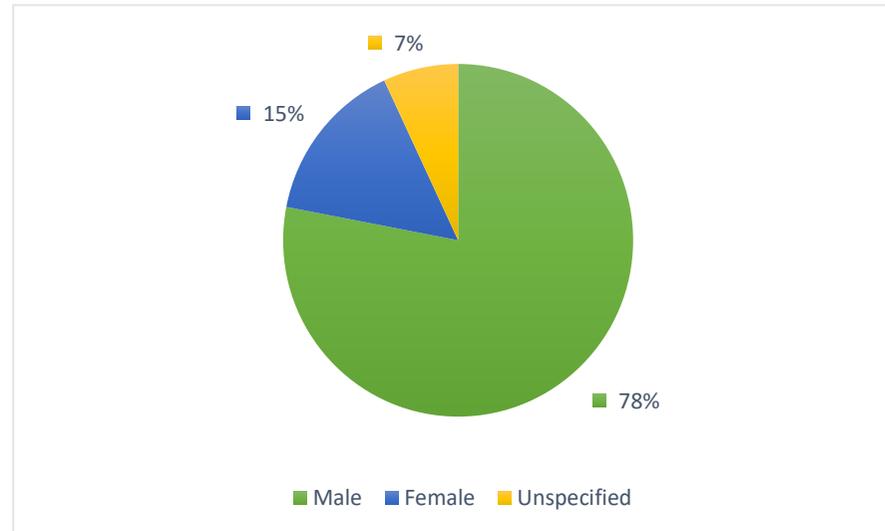
2) Gender distribution (table 2, figure 2)

From those who participated in the survey, 270 (78 %) were men, 52 (15 %) were women and 24 (7 %) did not specify. The percentage of women in the sample almost corresponds to the overall percentage of women among CTU employees, which currently is 18 %.

Table 2

Male	270
Female	52
Unspecified	24
Σ	346

Figure 2



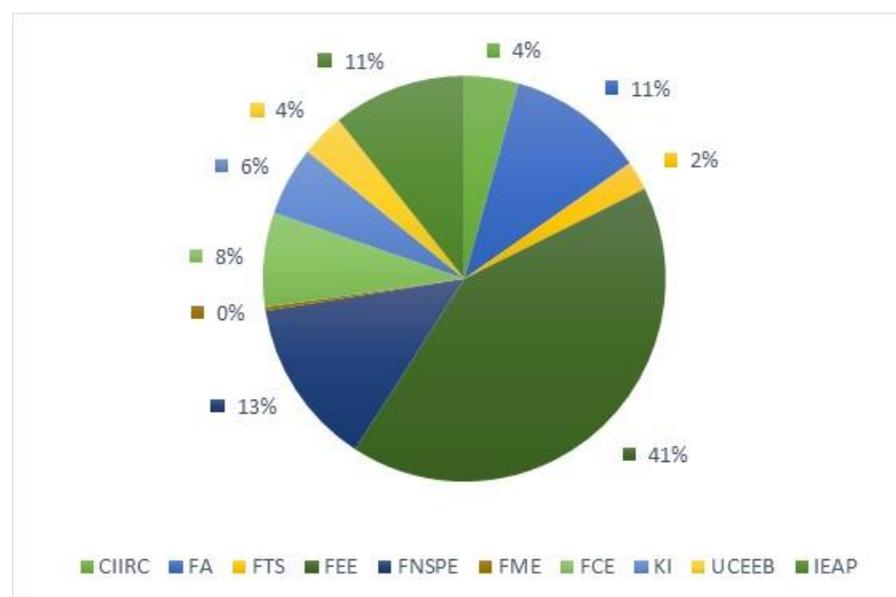
3) Distribution by faculties and institutes of CTU (table 3, figure 3)

Six faculties and four institutes of CTU have participated in the survey. The number of participants and the ratios (in percent) are depicted in the following table 3 and figure 3. It is important to note that the faculties and institutes are of different sizes. The ratios are presented in relation to the total amount of participants that filled out the survey.

Table 3

CIIRC	15
FA	38
FTS	8
FEE	143
FNSPE	46
FME	1
FCE	26
KI	19
UCEEB	12
IEAP	37
Σ	345

Figure 3



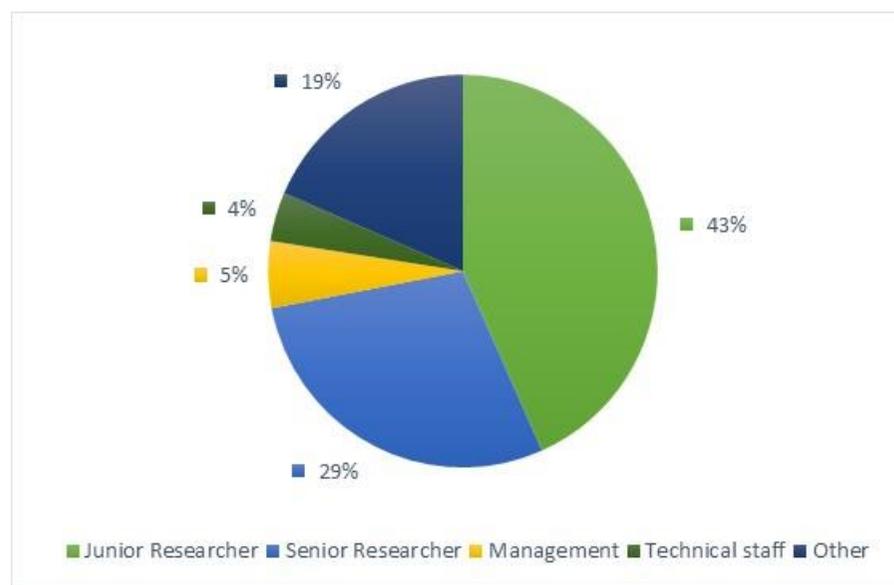
4) Distribution by position (table 4.1, figure 4.1)

Employees of different positions have participated in the survey. The number of participants and the ratios (in percent) are depicted in the following table 4.1 and figure 4.1. It is important to note that there have been many entries for positions of the same subset (e.g. „Junior researcher (Postdoc, Assistant professor)“; „Junior researcher (Postdoc, Assistant professor), Other“; „Junior researcher (Postdoc, Assistant professor), Technical staff“ etc.). These positions of similar stature have been grouped together as seen in table 4.1 and figure 4.1.

Table 4.1

Junior Researcher	150
Senior Researcher	99
Management	19
Technical staff	14
Other	64
Σ	346

Graf 4.1



II. GAP ANALYSIS

The following overview is based on individual points of the Gap Analysis, which is in terms with The European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers – General Principles and Requirements applicable to Researchers, General Principles and Requirements applicable to Employers and Funders, The Code of Conduct for the Recruitment of Researchers.

1. Research freedom (table 4, figure 4)

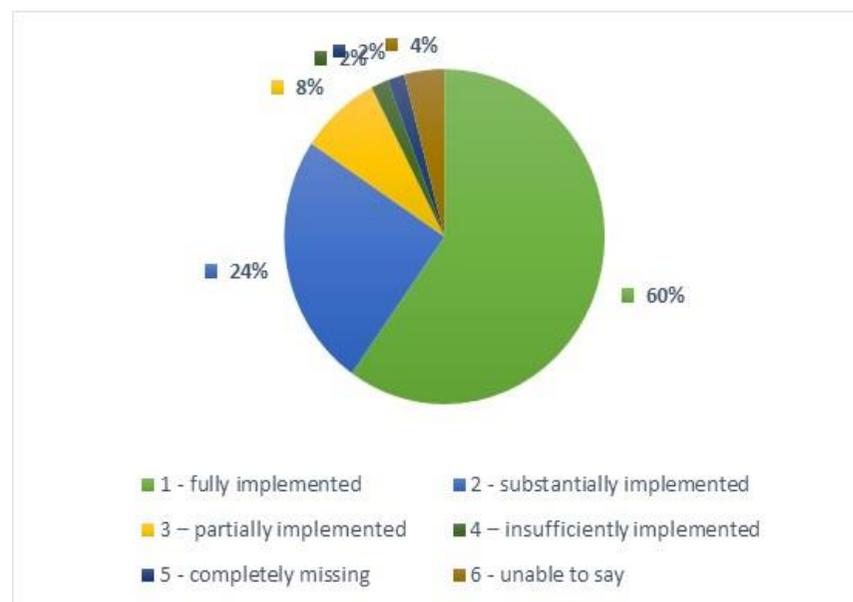
Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices. Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.

Research freedom is evaluated positively. The majority of the answers were marked „fully implemented“, i.e. 60 %. The option „rather implemented“ was indicated by 24 %, „moderate“ by 8 %, „rather missing“ by 2 %, „completely missing“ by 2 % and „unable to say“ by 4 %.

Table 4

1 - fully implemented	207
2 - substantially implemented	85
3 – partially implemented	28
4 – insufficiently implemented	6
5 - completely missing	6
6 - unable to say	14
Σ	346

Figure 4



2. Ethical principles (table 5, figure 5)

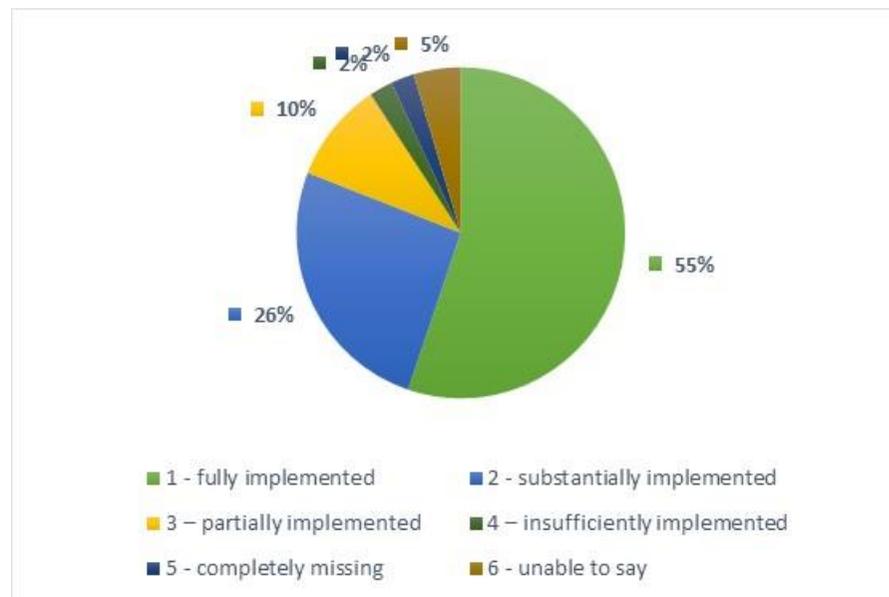
Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.

The majority of the answers were marked „fully implemented“, i.e. 55 %. The option „rather implemented“ was evaluated by 26 %, „moderate“ by 10 %, „rather missing“ by 2 %, „completely missing“ by 2 % and „unable to say“ 5 %.

Table 5

1 - fully implemented	191
2 - substantially implemented	89
3 – partially implemented	34
4 – insufficiently implemented	8
5 - completely missing	8
6 - unable to say	16
Σ	346

Figure 5



3. Professional responsibility (table 6, figure 6)

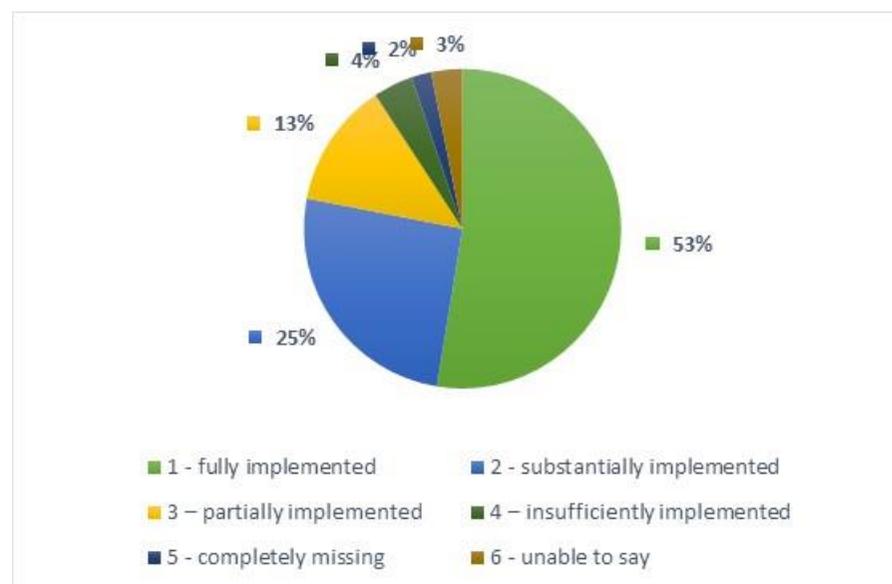
Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted. Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.

The majority of the answers were marked „fully implemented“, i.e. 53 % of all answers. Next options „rather implemented“ were evaluated by 25 %, „moderate“ by 13 %, „rather missing“ by 4 %, „completely missing“ by 2 % and „unable to say“ by 3 %.

Table 6

1 - fully implemented	182
2 - substantially implemented	88
3 – partially implemented	44
4 – insufficiently implemented	14
5 - completely missing	7
6 - unable to say	11
Σ	346

Figure 6



4. Professional attitude (table 7, figure 7)

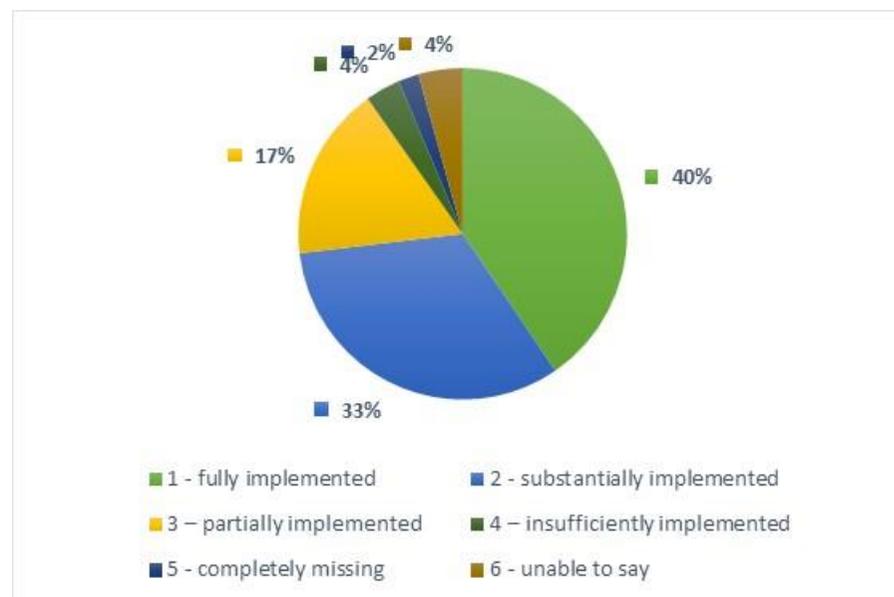
Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided. They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.

The majority of the answers were marked „fully implemented“, i.e. 40 % of all answers. The option „rather implemented“ was evaluated by 33 %, „moderate“ by 17 %, „rather missing“ by 4 %, „completely missing“ by 2 % and „unable to say“ by 4 %.

Table 7

1 - fully implemented	140
2 - substantially implemented	113
3 – partially implemented	59
4 – insufficiently implemented	12
5 - completely missing	7
6 - unable to say	15
Σ	346

Figure 7



5. Contractual and legal obligations (table 8, figure 8)

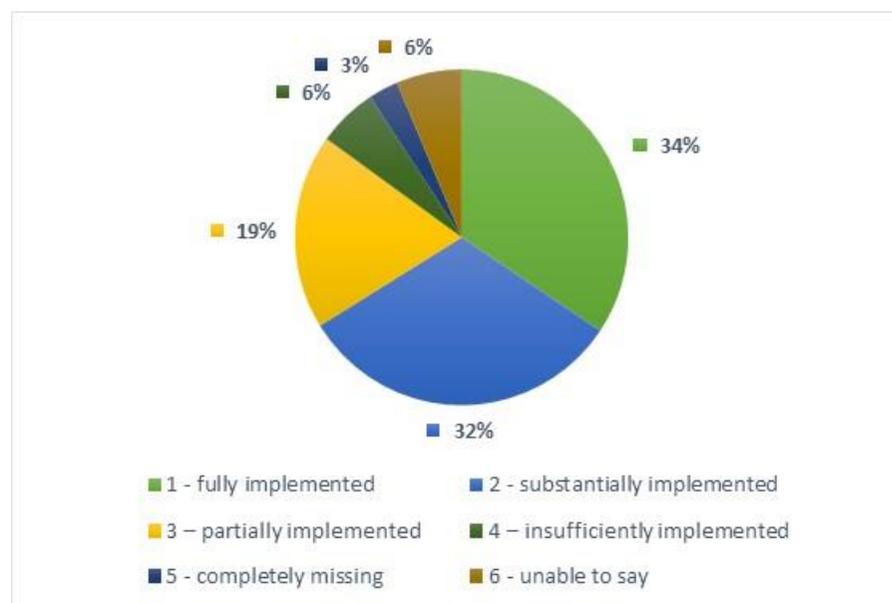
Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc) as set out in the terms and conditions of the contract or equivalent document.

The majority of the answers were marked „fully implemented“, i.e. 34 % of all answers. Next options „rather implemented“ were evaluated by 32 %, „moderate“ by 19 %, „rather missing“ by 6 %, „completely missing“ by 3 % and „unable to say“ by 6 %.

Table 8

1 - fully implemented	119
2 - substantially implemented	110
3 – partially implemented	65
4 – insufficiently implemented	20
5 - completely missing	10
6 - unable to say	22
Σ	346

Figure 8



6. Accountability (table 9, figure 9)

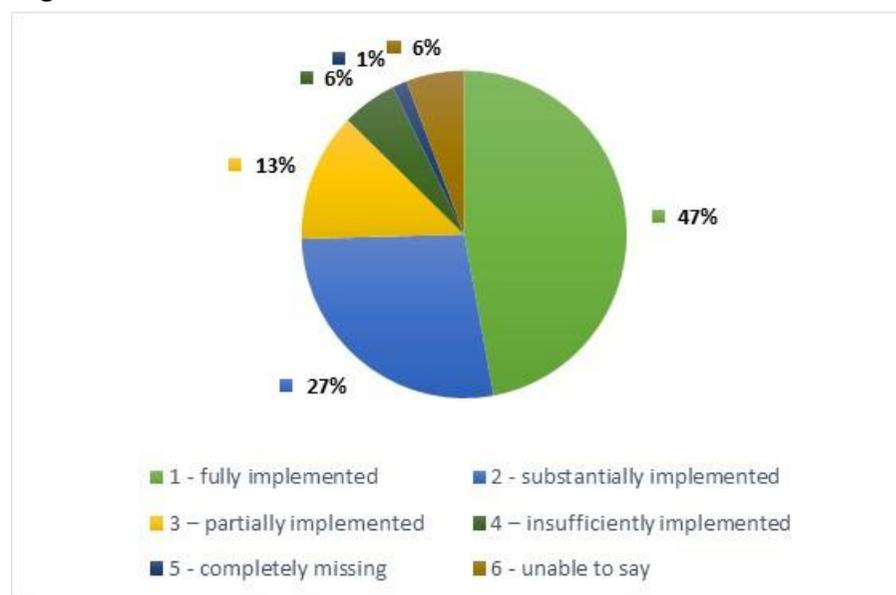
Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayer's money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research, whether undertaken by their employers/funders or by ethics committees. Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authorities.

The majority of the answers were marked „fully implemented“, i.e. 47 % of all answers. The option „rather implemented“ was evaluated by 27 %, „moderate“ by 13 %, „rather missing“ by 6 %, „completely missing“ by 1 % and „unable to say“ by 6 %.

Table 9

1 - fully implemented	163
2 - substantially implemented	95
3 – partially implemented	44
4 – insufficiently implemented	19
5 - completely missing	5
6 - unable to say	20
Σ	346

Figure 9



7. Good practice in research (table 10, figure 10)

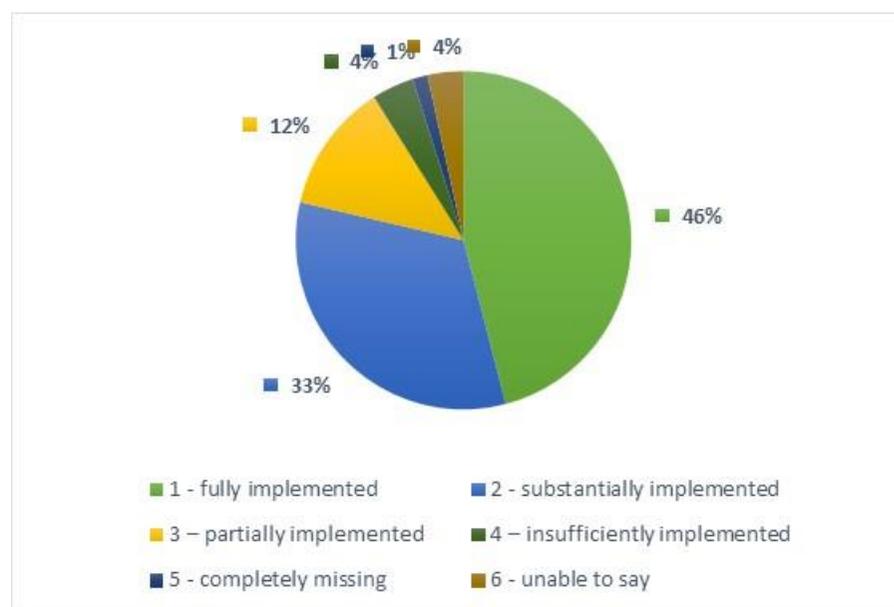
Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper backup strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfill them at all times.

The majority of the answers were marked „fully implemented“, i.e. 46 % of all answers. The option „rather implemented“ was evaluated by 33 %, „moderate“ by 12%, „rather missing“ by 4 %, „completely missing“ by 1 % and „unable to say“ by 4 %.

Table 10

1 - fully implemented	159
2 - substantially implemented	113
3 – partially implemented	43
4 – insufficiently implemented	14
5 - completely missing	5
6 - unable to say	12
Σ	346

Figure 10



8. Dissemination, exploitation of results (table 11, figure 11)

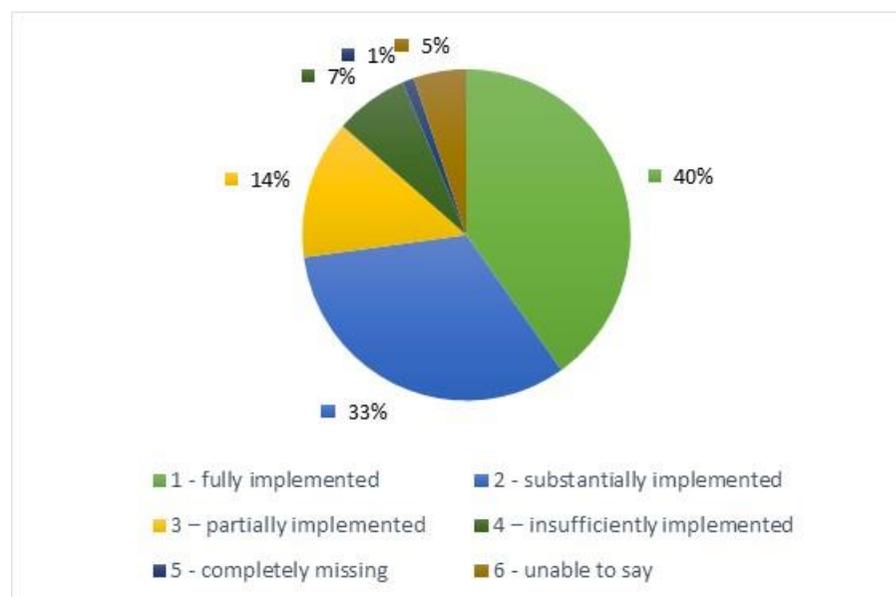
All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.

The majority of the answers were marked „fully implemented“, i.e. 40 % of all answers. Next options „rather implemented“ were evaluated by 33 %, „moderate“ by 14 %, „rather missing“ by 7 %, „completely missing“ by 1 % and „unable to say“ by 5 %.

Table 11

1 - fully implemented	139
2 - substantially implemented	113
3 – partially implemented	47
4 – insufficiently implemented	25
5 - completely missing	4
6 - unable to say	18
Σ	346

Figure 11



9. Public engagement (table 12, figure 12)

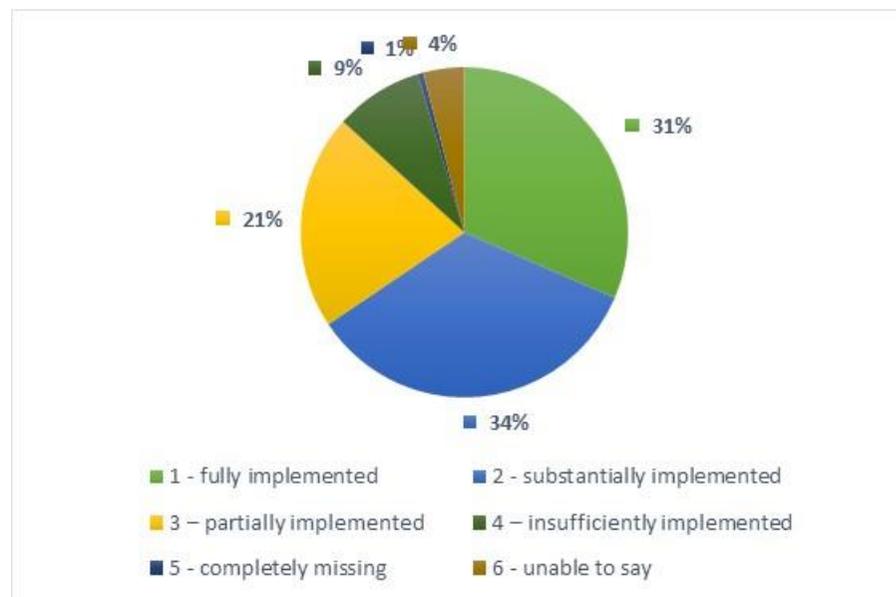
Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.

The majority of the answers were marked „rather implemented“, i.e. 34 % of all answers. The option „fully implemented“ was evaluated by 31 %, „moderate“ by 21%, „rather missing“ by 9 %, „completely missing“ by 1 % and „unable to say“ by 4 %.

Table 12

1 - fully implemented	109
2 - substantially implemented	118
3 – partially implemented	73
4 – insufficiently implemented	30
5 - completely missing	2
6 - unable to say	14
Σ	346

Figure 12



10. Non discrimination (table 13, figure 13)

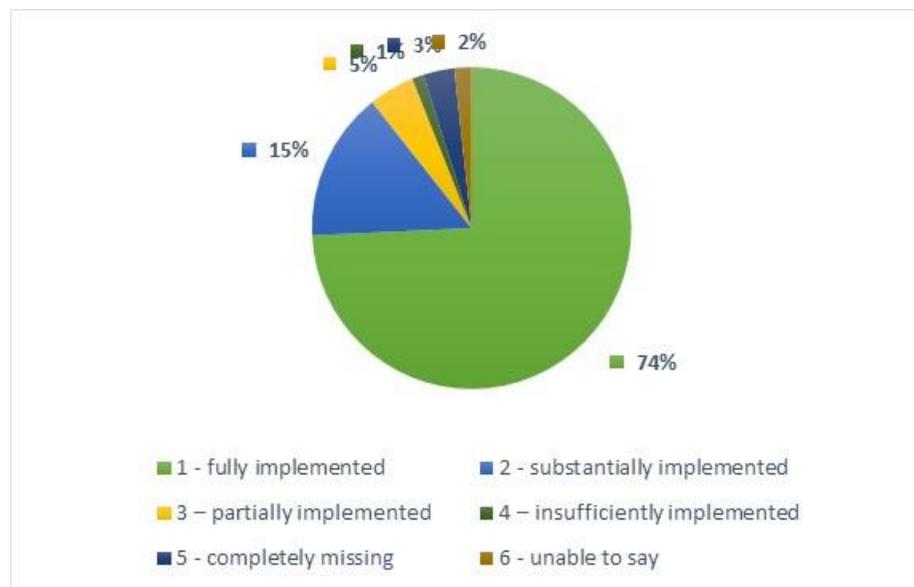
Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

The majority of the answers were marked „fully implemented“, i.e. 74 % of all answers. Next options „rather implemented“ were evaluated by 15 %, „moderate“ by 5 %, „rather missing“ by 1 %, „completely missing“ by 3 % and „unable to say“ by 2 %. This is the best positive response.

Table 13

1 - fully implemented	257
2 - substantially implemented	52
3 – partially implemented	16
4 – insufficiently implemented	4
5 - completely missing	11
6 - unable to say	6
Σ	346

Figure 13



11. Evaluation/appraisal systems (table 14, figure 14)

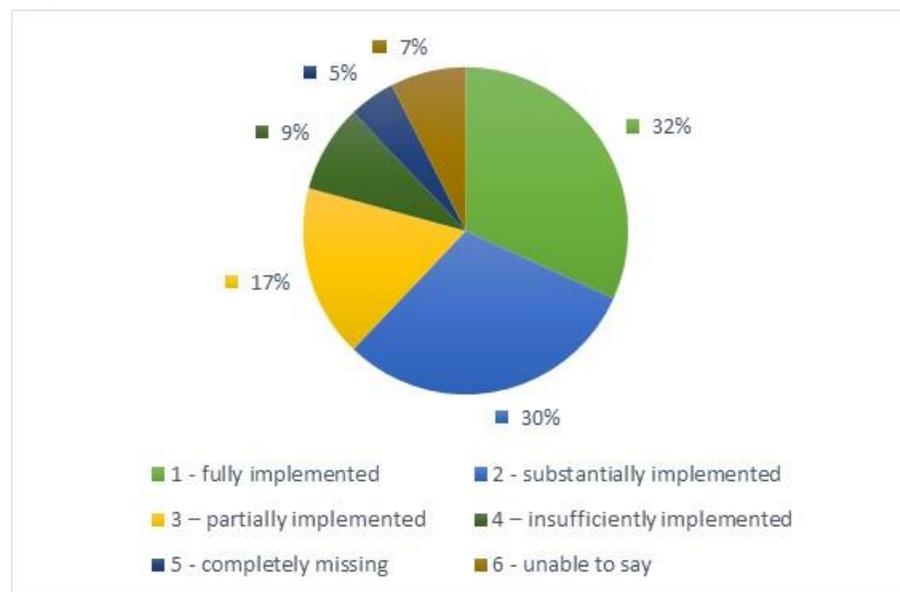
Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee. Such evaluation and appraisal procedures should take due account of their overall research creativity and research results, e.g. publications, patents, management of research, teaching/lecturing, supervision, mentoring, national or international collaboration, administrative duties, public awareness activities and mobility, and should be taken into consideration in the context of career progression.

The majority of the answers were marked „fully implemented“, i.e. 32 % of all answers. The option „rather implemented“ was evaluated by 30 %, „moderate“ by 17%, „rather missing“ by 9 %, „completely missing“ by 5 % and „unable to say“ by 7 %.

Table 14

1 - fully implemented	110
2 - substantially implemented	105
3 – partially implemented	59
4 – insufficiently implemented	30
5 - completely missing	16
6 - unable to say	26
Σ	346

Figure 14



12. Recruitment (table 15, figure 15)

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning of their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.

The majority of the answers were marked „fully implemented“, i.e. 31 % of all answers. The option „rather implemented“ was evaluated by 27 %, „moderate“ by 15%, „rather missing“ by 7 %, „completely missing“ by 2 % and „unable to say“ by 18 %.

Tab. č. 15

1 - fully implemented	108
2 - substantially implemented	93
3 - partially implemented	52
4 - insufficiently implemented	25
5 - completely missing	8
6 - unable to say	60
Σ	346

Graf č. 15



13. Recruitment (Code) (table 16, figure 16)

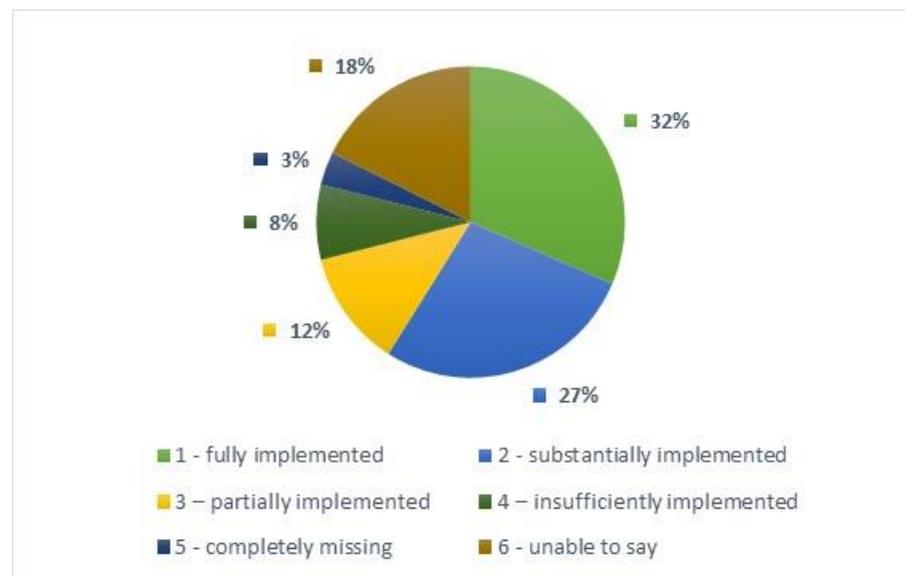
Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.

The majority of the answers were marked „fully implemented“, i.e. 32 % of all answers. Next options „rather implemented“ were evaluated by 27 %, „moderate“ by 12 %, „rather missing“ by 8 %, „completely missing“ by 3 % and „unable to say“ by 18 %.

Table 16

1 - fully implemented	109
2 - substantially implemented	95
3 – partially implemented	42
4 – insufficiently implemented	27
5 - completely missing	12
6 - unable to say	61
Σ	346

Figure 16



14. Selection (Code) (table 17, figure 17)

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained.

The majority of the answers were marked „rather implemented“, i.e. 29 % of all answers. The option „fully implemented“ was evaluated by 27 %, „moderate“ by 16 %, „rather missing“ by 5 %, „completely missing“ by 4 % and „unable to say“ by 19 %.

Table 17

1 - fully implemented	94
2 - substantially implemented	100
3 – partially implemented	54
4 – insufficiently implemented	17
5 - completely missing	14
6 - unable to say	67
Σ	346

Figure 17



15. Transparency (Code) (table 18, figure 18)

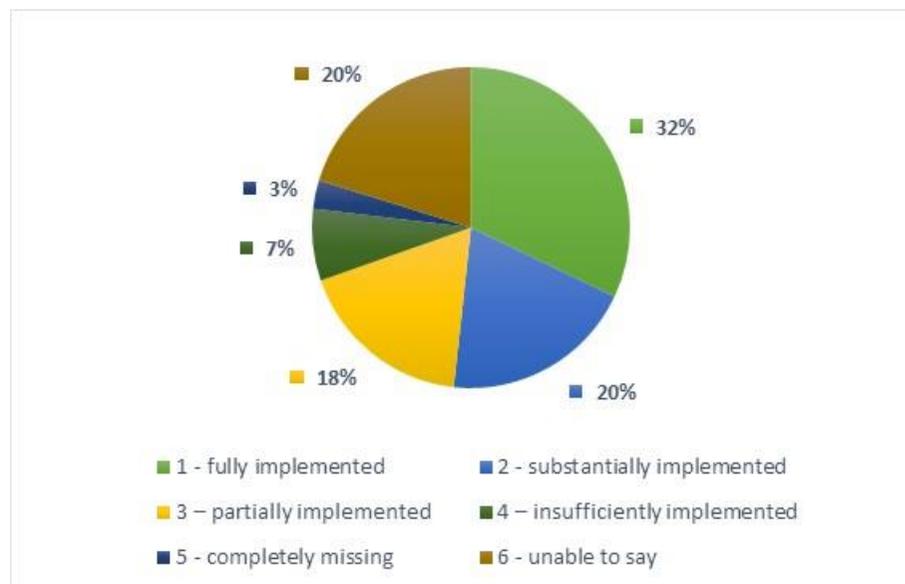
Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.

The majority of the answers were marked „fully implemented“, i.e. 32 % of all answers. Next options „rather implemented“ were evaluated by 20 %, „moderate“ by 18 %, „rather missing“ by 7 %, „completely missing“ by 3 % and „unable to say“ by 20 %.

Table 18

1 - fully implemented	111
2 - substantially implemented	68
3 – partially implemented	62
4 – insufficiently implemented	25
5 - completely missing	10
6 - unable to say	70
Σ	346

Figure 18



16. Judging merit (Code) (table 19, figure 19)

The selection process should take into consideration the whole range of experience of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.

The majority of the answers were marked „fully implemented“, i.e. 31 % of all answers. The option „rather implemented“ was evaluated by 25 %, „moderate“ by 13%, „rather missing“ by 5 %, „completely missing“ by 2 % and „unable to say“ by 24 %.

Table 19

1 - fully implemented	109
2 - substantially implemented	86
3 – partially implemented	45
4 – insufficiently implemented	16
5 - completely missing	7
6 - unable to say	83
Σ	346

Figure 19



17. Variations in the chronological order of CVc (Code) (table 20, figure 20)

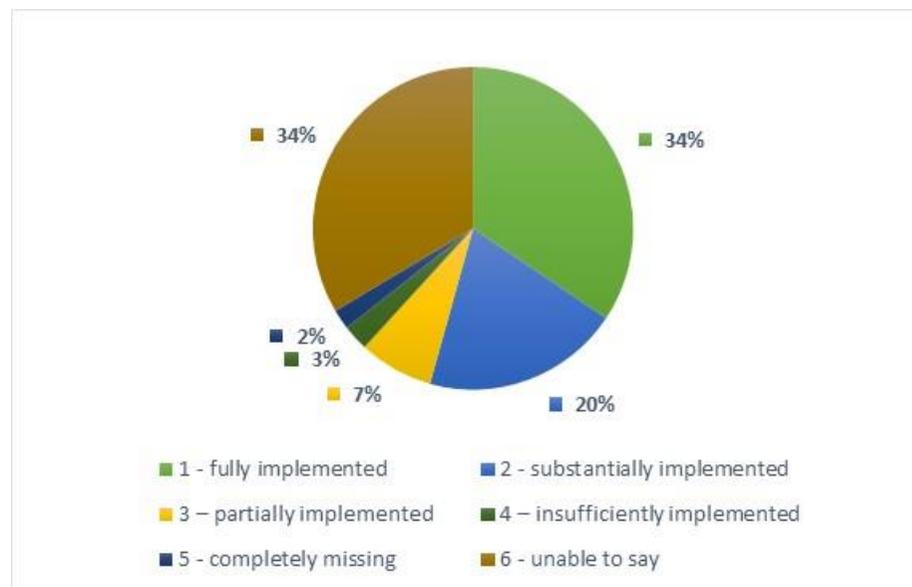
Career breaks or variations in the chronological order of CVs should not be penalised, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.

The majority of the answers were marked „fully implemented“, i.e. 34 % of all answers. The option „rather implemented“ was evaluated by 20 %, „moderate“ by 7 %, „rather missing“ by 3 %, „completely missing“ by 2 % and „unable to say“ by 34 %.

Table 20

1 - fully implemented	119
2 - substantially implemented	69
3 – partially implemented	26
4 – insufficiently implemented	9
5 - completely missing	7
6 - unable to say	116
Σ	346

Figure 20



18. Recognition of mobility experience (Code) (table 21, figure 21)

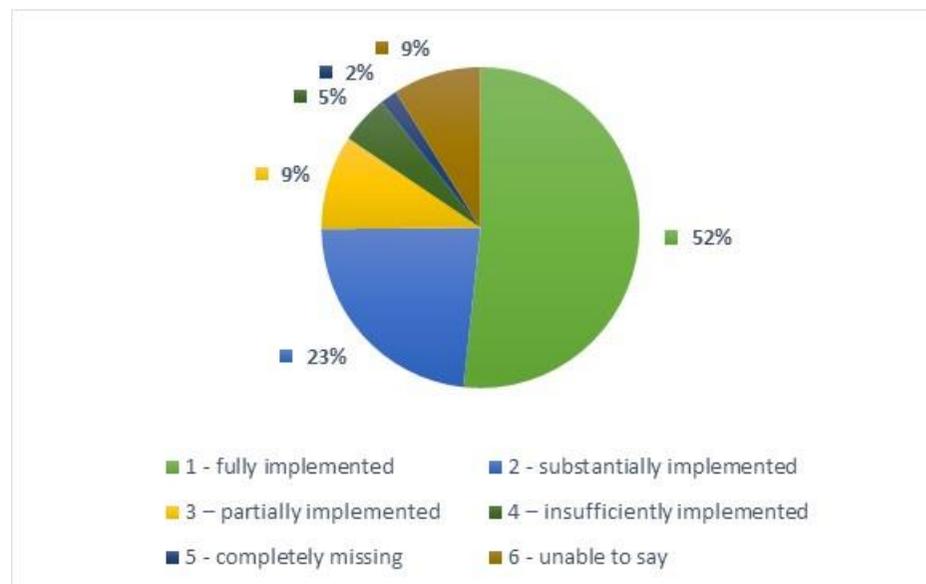
Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.

The majority of the answers were marked „fully implemented“, i.e. 52 % of all answers. Next options „rather implemented“ were evaluated by 23 %, „moderate“ by 9 %, „rather missing“ by 5 %, „completely missing“ by 2 % and „unable to say“ by 9 %.

Table 21

1 - fully implemented	179
2 - substantially implemented	80
3 – partially implemented	33
4 – insufficiently implemented	17
5 - completely missing	6
6 - unable to say	31
Σ	346

Figure 21



19. Recognition of qualifications (Code) (table 22, figure 22)

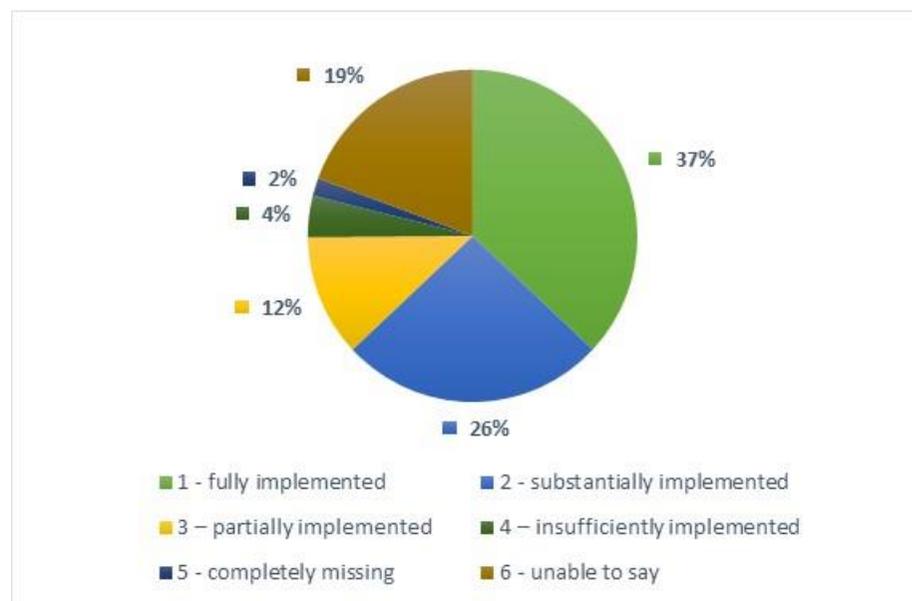
Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including non-formal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels.

The majority of the answers were marked „fully implemented“, i.e. 37 % of all answers. The option „rather implemented“ was evaluated by 26 %, „moderate“ by 12 %, „rather missing“ by 4 %, „completely missing“ by 2 % and „unable to say“ by 19 %.

Table 22

1 - fully implemented	128
2 - substantially implemented	90
3 – partially implemented	41
4 – insufficiently implemented	14
5 - completely missing	6
6 - unable to say	67
Σ	346

Figure 22



20. Seniority (Code) (table 23, figure 23)

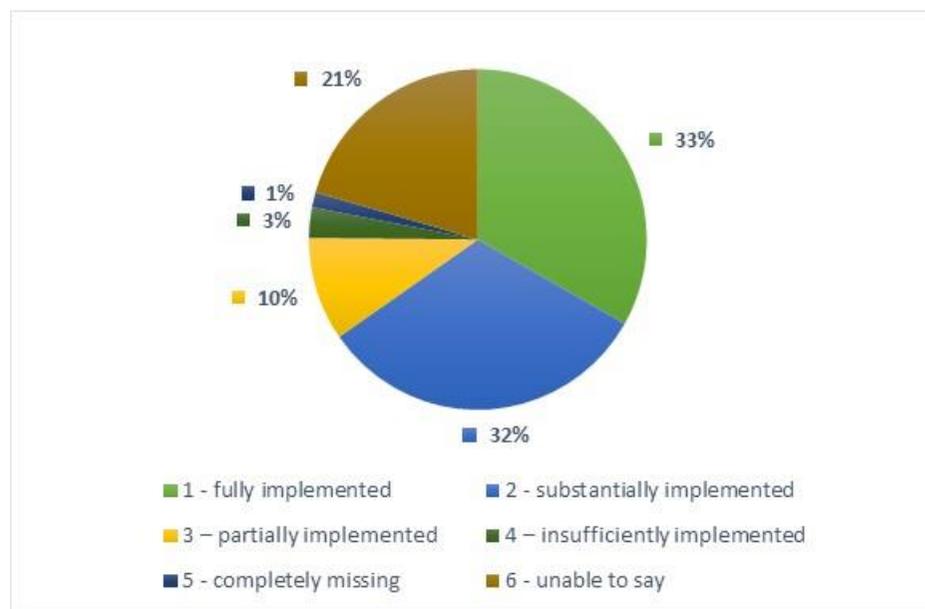
The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognised.

The majority of the answers were marked „fully implemented“, i.e. 33 % of all answers. Next options „rather implemented“ were evaluated by 32 %, „moderate“ by 10 %, „rather missing“ by 3 %, „completely missing“ by 1 % and „unable to say“ by 21 %.

Table 23

1 - fully implemented	115
2 - substantially implemented	111
3 – partially implemented	34
4 – insufficiently implemented	10
5 - completely missing	5
6 - unable to say	71
Σ	346

Figure 23



21. Postdoctoral appointments (Code) (table 24, figure 24)

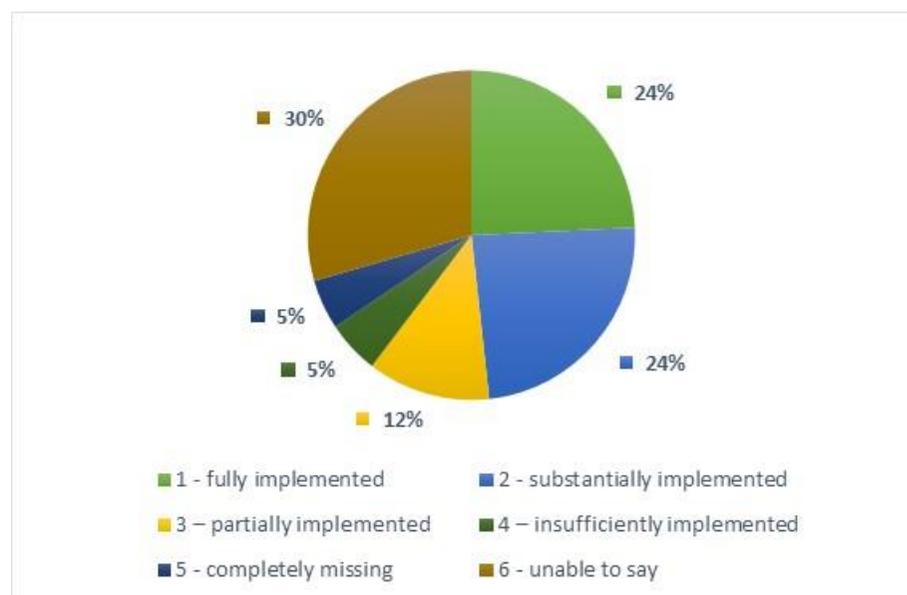
Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long term career prospects.

The majority of the answers were marked „unable to say“, i.t. 30 %. Next options, i.e. „fully implemented“ and „rather implemented“ are evaluated by 24% both. The options „moderate“ were evaluated by 12 %, „rather missing“ by 5 % and „completely missing“ by 5 %.

Table 24

1 - fully implemented	84
2 - substantially implemented	83
3 – partially implemented	42
4 – insufficiently implemented	18
5 - completely missing	17
6 - unable to say	102
Σ	346

Figure 24



22. Recognition of the profession (table 25, figure 25)

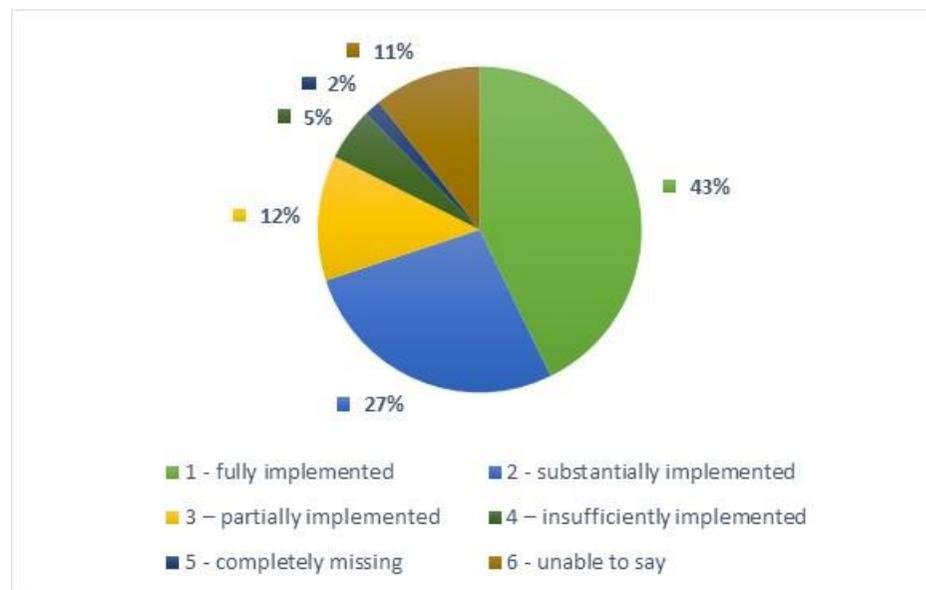
All researchers engaged in a research career should be recognised as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

The majority of the answers were marked „fully implemented“, i.e. 43 % of all answers. Next options „rather implemented“ were evaluated by 27 %, „moderate“ by 12 %, „rather missing“ by 5 %, „completely missing“ by 2 % and „unable to say“ by 11 %.

Table 25

1 - fully implemented	148
2 - substantially implemented	94
3 – partially implemented	43
4 – insufficiently implemented	18
5 - completely missing	6
6 - unable to say	37
Σ	346

Figure 25



23. Research environment (table 26, figure 26)

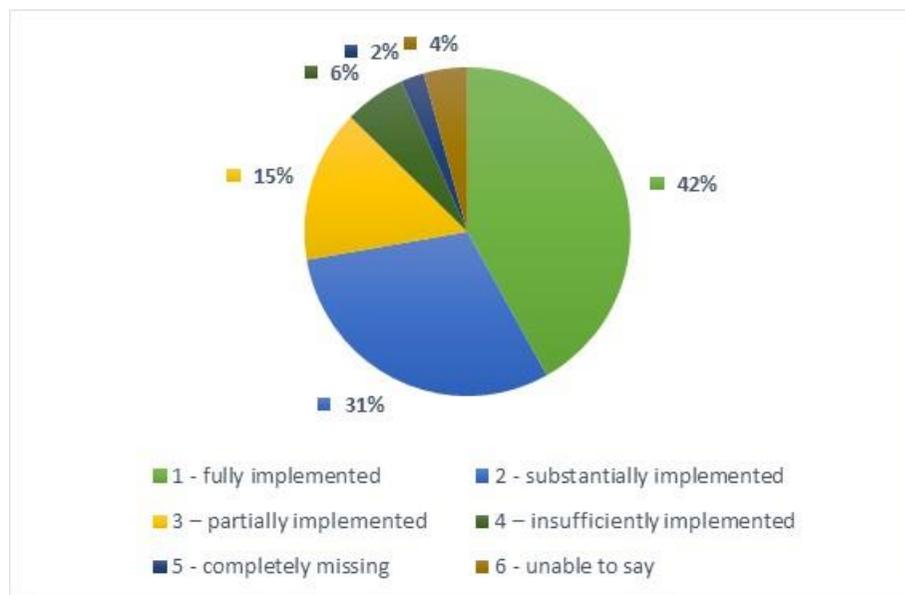
Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme.

The majority of the answers were marked „fully implemented“, i.e. 42 % of all answers. The option „rather implemented“ was evaluated by 31 %, „moderate“ by 15 %, „rather missing“ by 6 %, „completely missing“ by 2 % and „unable to say“ by 4 %.

Table 26

1 - fully implemented	145
2 - substantially implemented	105
3 – partially implemented	52
4 – insufficiently implemented	21
5 - completely missing	8
6 - unable to say	15
Σ	346

Figure 26



24. Working conditions (table 27, figure 27)

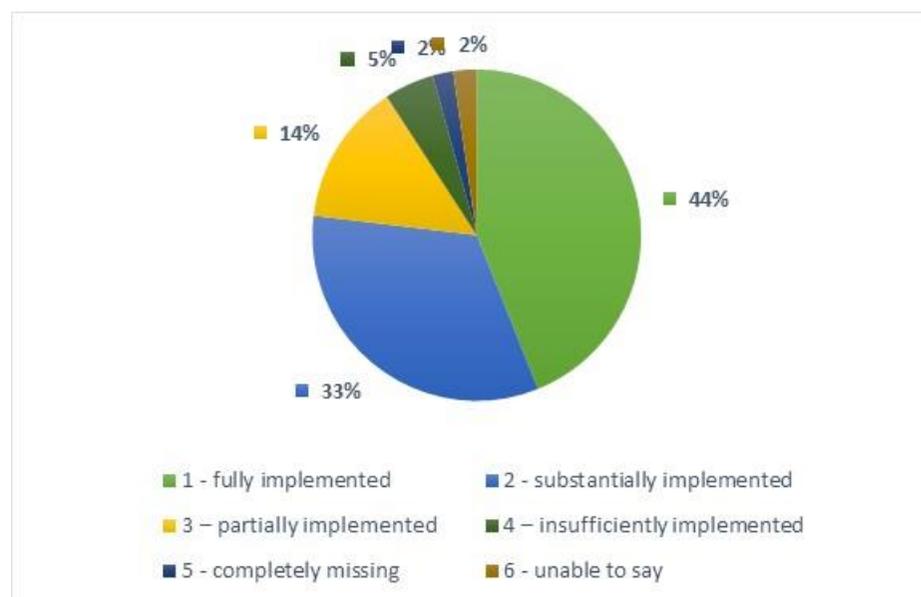
Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, inter alia, to flexible working hours, part-time working, teleworking and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.

The majority of the answers were marked „fully implemented“, i.e. 44 % of all answers. The option „rather implemented“ was evaluated by 33 %, „moderate“ by 14 %, „rather missing“ by 5 %, „completely missing“ by 2 % and „unable to say“ by 2 %.

Table 27

1 - fully implemented	152
2 - substantially implemented	114
3 – partially implemented	48
4 – insufficiently implemented	17
5 - completely missing	7
6 - unable to say	8
Σ	346

Figure 27



25. Stability and permanence of employment (table 28, figure 28)

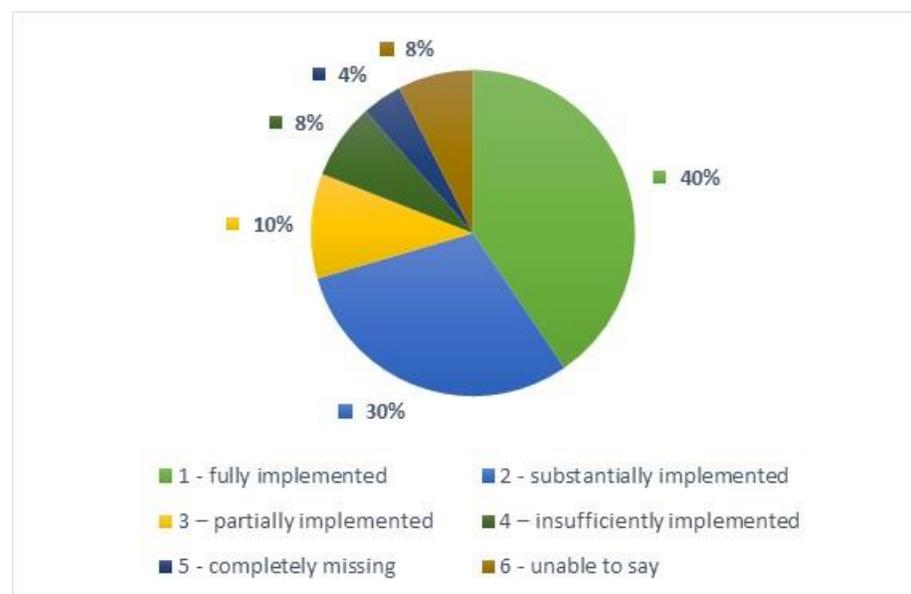
Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the EU Directive on Fixed-Term Work.

The majority of the answers were marked „fully implemented“, i.e. 40 % of all answers. Next options „rather implemented“ were evaluated by 30 %, „moderate“ by 10 %, „rather missing“ by 8 %, „completely missing“ by 4 % and „unable to say“ by 8 %.

Table 28

1 - fully implemented	140
2 - substantially implemented	104
3 – partially implemented	36
4 – insufficiently implemented	26
5 - completely missing	14
6 - unable to say	26
Σ	346

Figure 28



26. Funding and salaries (table 29, figure 29)

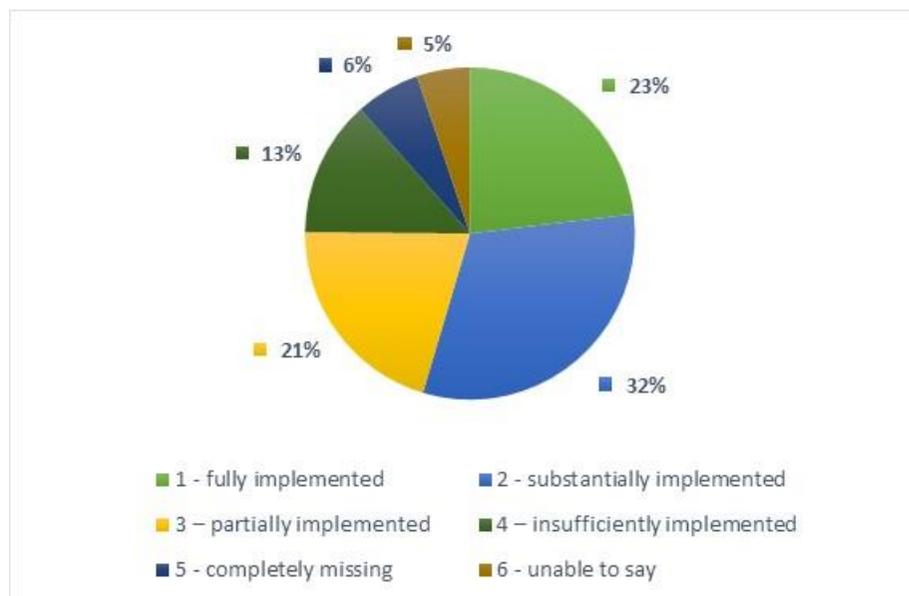
Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.

The majority of the answers were marked „rather implemented“, i.e. 32 % of all answers. The option „fully implemented“ was evaluated by 23 %, „moderate“ by 21 %, „rather missing“ by 13 %, „completely missing“ by 6 % and „unable to say“ by 5 %.

Table 29

1 - fully implemented	80
2 - substantially implemented	109
3 – partially implemented	71
4 – insufficiently implemented	46
5 - completely missing	22
6 - unable to say	18
Σ	346

Figure 29



27. Gender balance (table 30, figure 30)

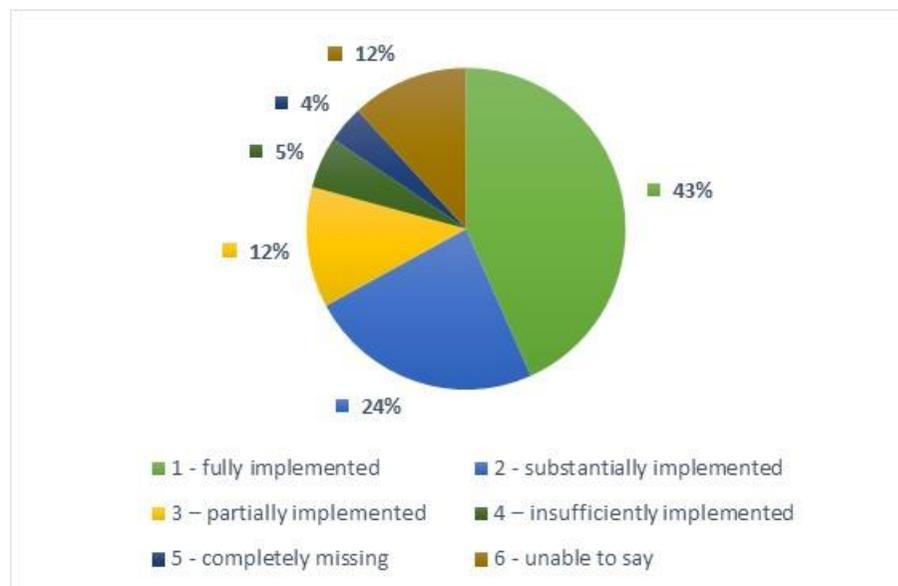
Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.

The majority of the answers were marked „fully implemented“, i.e. 43 % of all answers. Next options „rather implemented“ were evaluated by 24 %, „moderate“ by 12 %, „rather missing“ by 5 %, „completely missing“ by 4 % and „unable to say“ by 12 %.

Table 30

1 - fully implemented	150
2 - substantially implemented	82
3 – partially implemented	42
4 – insufficiently implemented	18
5 - completely missing	13
6 - unable to say	41
Σ	346

Figure 30



28. Career development (table 31, figure 31)

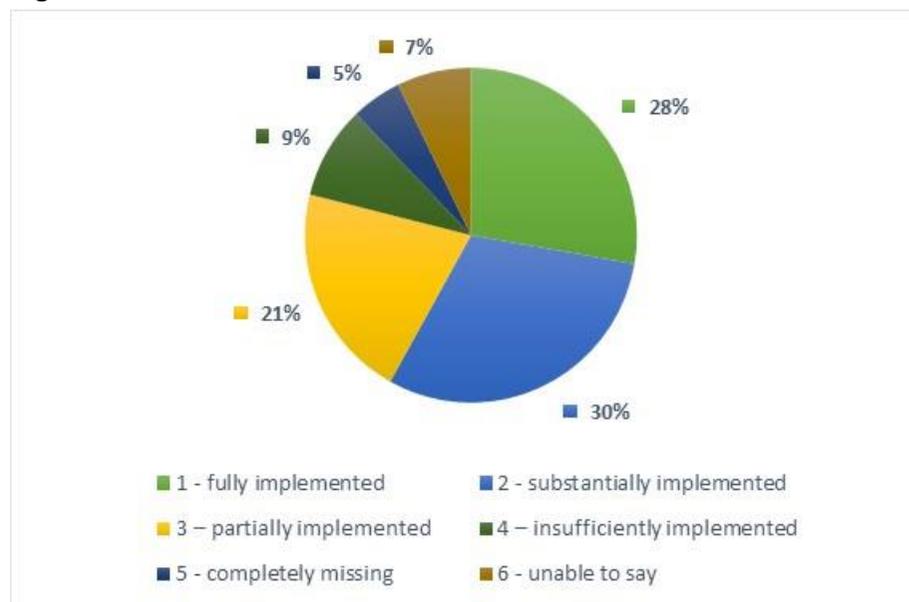
Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

The majority of the answers were marked „rather implemented“, i.e. 30 % of all answers. The option „fully implemented“ was evaluated by 28 %, „moderate“ by 21 %, „rather missing“ by 9 %, „completely missing“ by 5 % and „unable to say“ by 7 %.

Table 31

1 - fully implemented	96
2 - substantially implemented	105
3 – partially implemented	72
4 – insufficiently implemented	31
5 - completely missing	17
6 - unable to say	25
Σ	346

Figure 31



29. Value of mobility (table 32, figure 32)

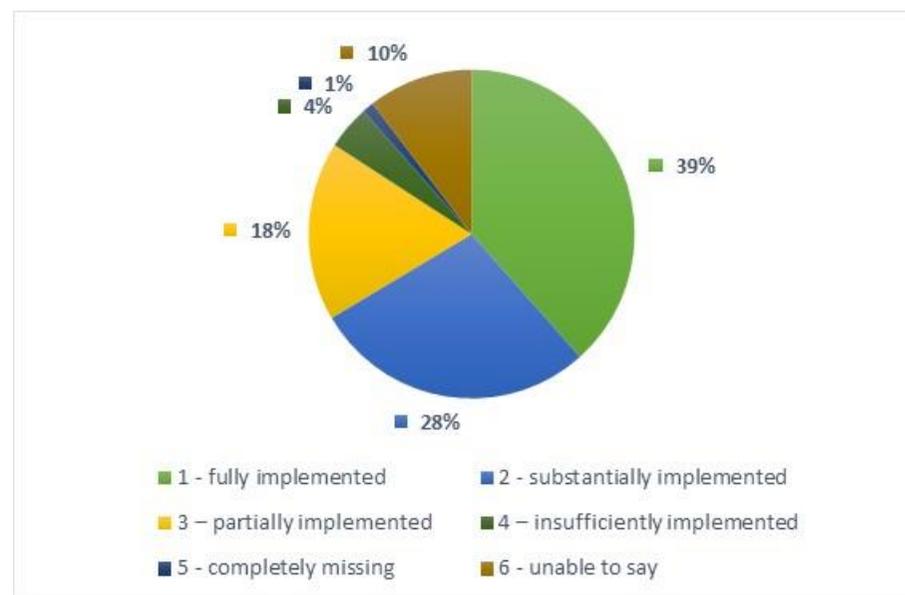
Employers and/or funders must recognise the value of geographical, inter-sectoral, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.

The majority of the answers were marked „fully implemented“, i.e. 39 % of all answers. Next options „rather implemented“ were evaluated by 28 %, „moderate“ by 18 %, „rather missing“ by 4 %, „completely missing“ by 1 % and „unable to say“ by 10 %.

Table 32

1 - fully implemented	133
2 - substantially implemented	97
3 – partially implemented	61
4 – insufficiently implemented	15
5 - completely missing	4
6 - unable to say	36
Σ	346

Figure 32



30. Access to career advice (table 33, figure 33)

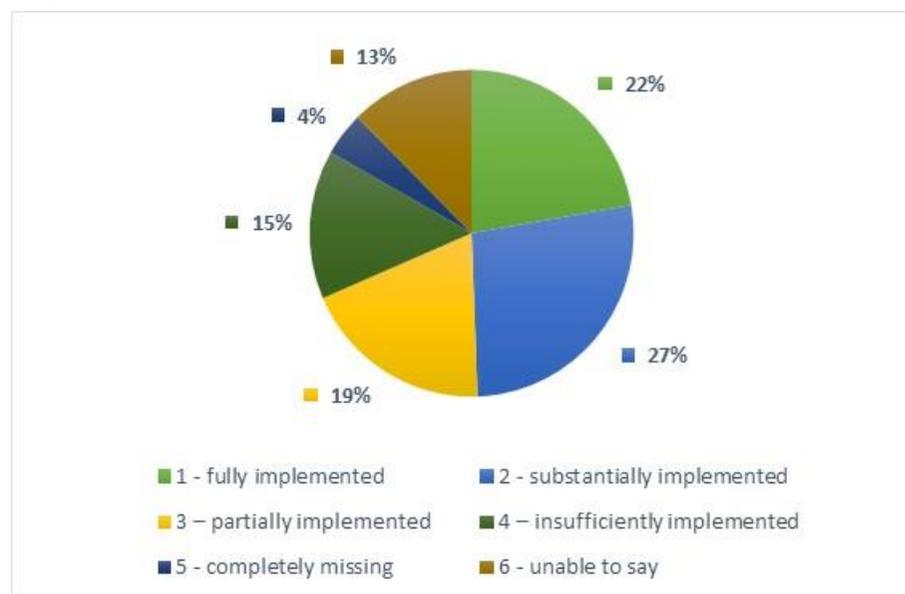
Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.

The majority of the answers were marked „rather implemented“, i.e. 27 % of all answers. The option „fully implemented“ was evaluated by 22 %, „moderate“ by 19 %, „rather missing“ by 15 %, „completely missing“ by 4 % and „unable to say“ by 13 %.

Table 33

1 - fully implemented	77
2 - substantially implemented	94
3 – partially implemented	66
4 – insufficiently implemented	51
5 - completely missing	15
6 - unable to say	43
Σ	346

Figure 33



31. Intellectual Property Rights (table 34, figure 34)

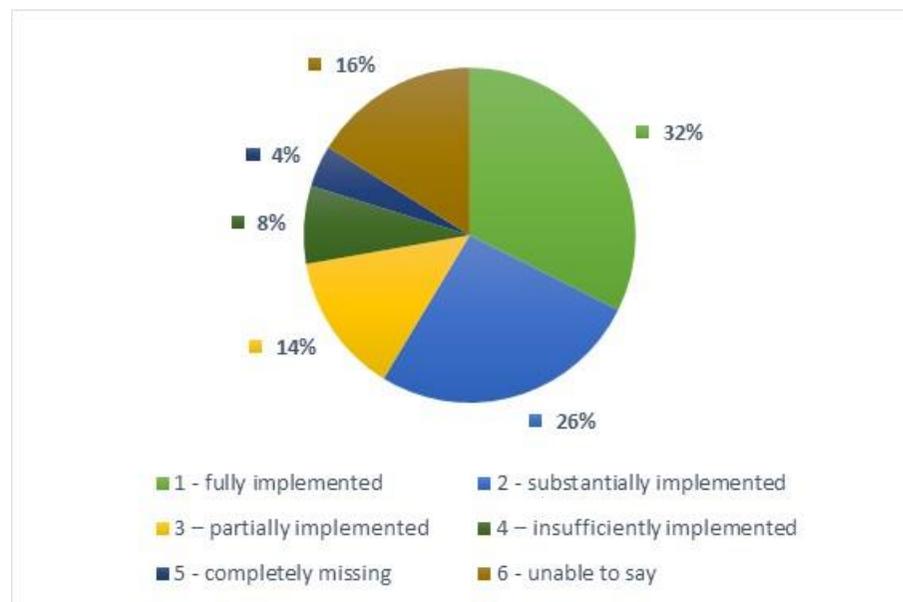
Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights. Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organisations, as possibly provided for under specific collaboration agreements or other types of agreement.

The majority of the answers were marked „fully implemented“, i.e. 32 % of all answers. Next options „rather implemented“ were evaluated by 26 %, „moderate“ by 14 %, „rather missing“ by 8 %, „completely missing“ by 4 % and „unable to say“ by 16 %.

Table 34

1 - fully implemented	112
2 - substantially implemented	91
3 – partially implemented	47
4 – insufficiently implemented	26
5 - completely missing	14
6 - unable to say	56
Σ	346

Figure 34



32. Co-authorship (table 35, figure 35)

Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc, or to publish their own research results independently from their supervisors.

The majority of the answers were marked „fully implemented“, i.e. 45 % of all answers. Next options „rather implemented“ were evaluated by 27 %, „moderate“ by 11 %, „rather missing“ by 5 %, „completely missing“ by 2 % and „unable to say“ by 10 %.

Table 35

1 - fully implemented	156
2 - substantially implemented	92
3 – partially implemented	39
4 – insufficiently implemented	18
5 - completely missing	6
6 - unable to say	35
Σ	346

Figure 35



33. Teaching (table 36, figure 36)

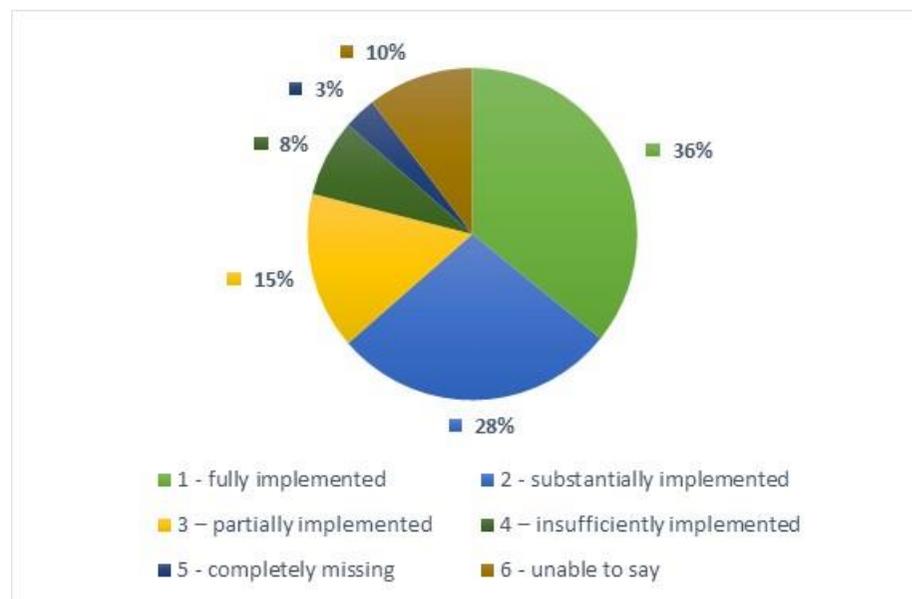
Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researcher's career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.

The majority of the answers were marked „fully implemented“, i.e. 36 % of all answers. The option „rather implemented“ was evaluated by 28 %, „moderate“ by 15 %, „rather missing“ by 8 %, „completely missing“ by 3 % and „unable to say“ by 10 %.

Table 36

1 - fully implemented	124
2 - substantially implemented	96
3 – partially implemented	53
4 – insufficiently implemented	26
5 - completely missing	11
6 - unable to say	36
Σ	346

Figure 36



34. Complains/appeals (table 37, figure 37)

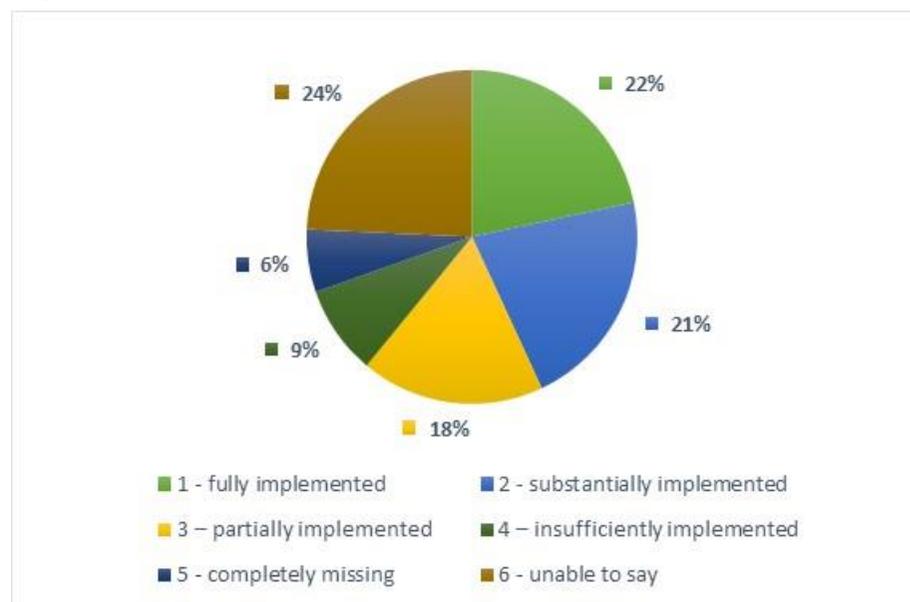
Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.

The majority of the answers were marked „unable to say“, i.e. 24 % of all answers. Next options „fully implemented“ were evaluated by 22 %, „rather implemented“ by 21 %, moderate“ by 18 %, „rather missing“ by 9 % and „completely missing“ by 6 %.

Table 37

1 - fully implemented	75
2 - substantially implemented	74
3 – partially implemented	62
4 – insufficiently implemented	30
5 - completely missing	21
6 - unable to say	84
Σ	346

Figure 37



35. Participation in decision-making bodies (table 38, figure 38)

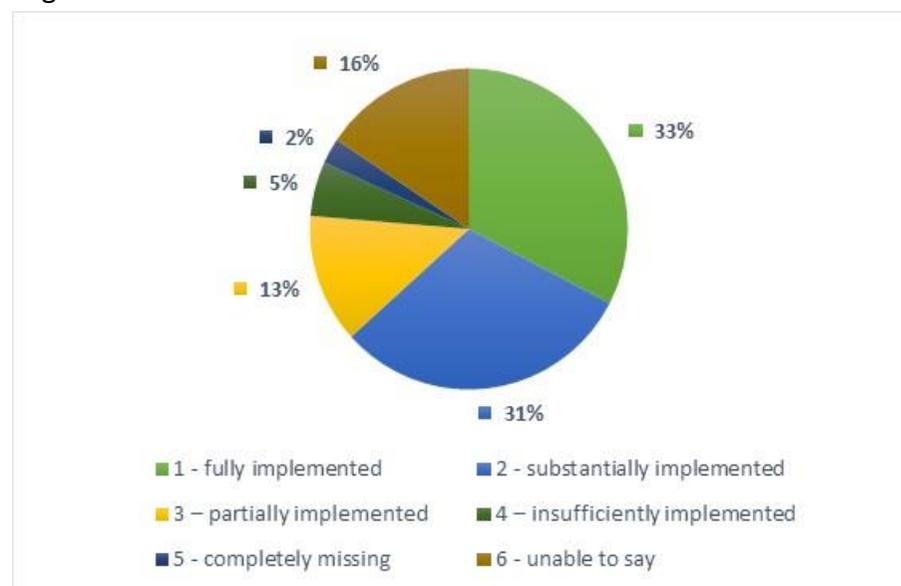
Employers and/or funders of researchers should recognise it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution.

The majority of the answers were marked „fully implemented“, i.e. 33 % of all answers. The option „rather implemented“ was evaluated by 31 %, „moderate“ by 13 %, „rather missing“ by 5 %, „completely missing“ by 2 % and „unable to say“ by 16 %.

Table 38

1 - fully implemented	113
2 - substantially implemented	106
3 – partially implemented	45
4 – insufficiently implemented	19
5 - completely missing	9
6 - unable to say	54
Σ	346

Figure 38



36. Relation with supervisors (table 39, figure 39)

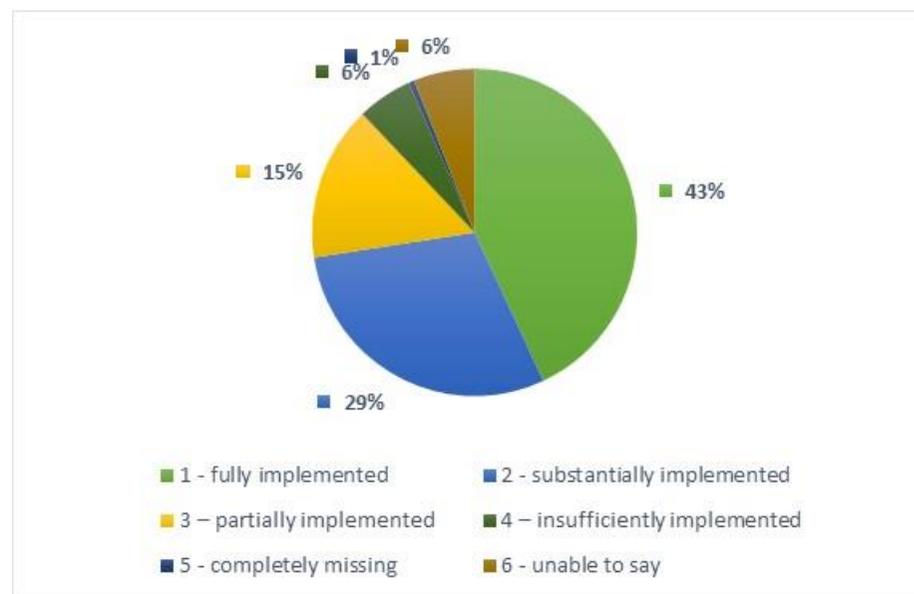
Researchers in their training phase should establish a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them. This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.

The majority of the answers were marked „fully implemented“, i.e. 43 % of all answers. The option „rather implemented“ was evaluated by 29 %, „moderate“ by 15 %, „rather missing“ by 6 %, „completely missing“ by 1 % and „unable to say“ by 6 %.

Table 39

1 - fully implemented	149
2 - substantially implemented	102
3 – partially implemented	53
4 – insufficiently implemented	19
5 - completely missing	2
6 - unable to say	21
Σ	346

Figure 39



37. Supervision and managerial duties (table 40, figure 40)

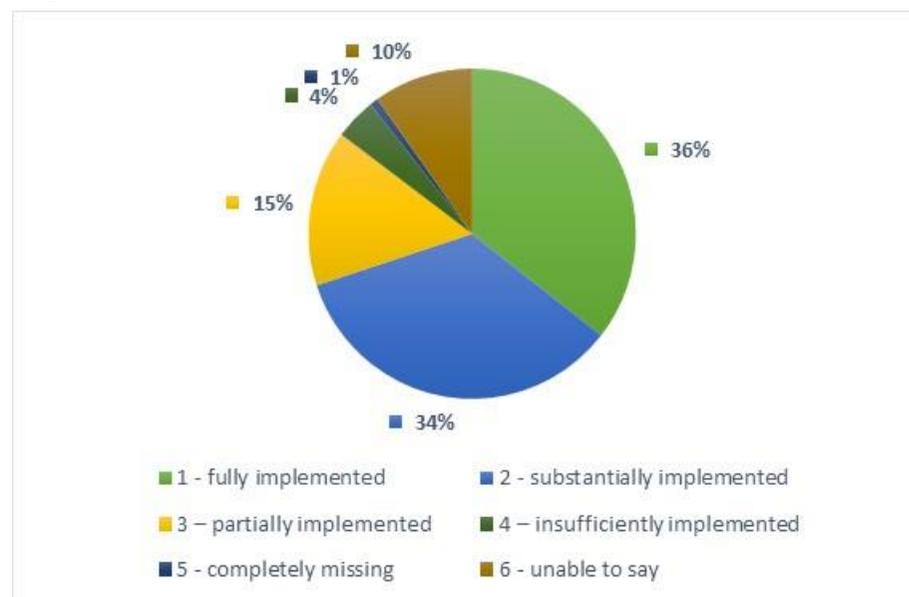
Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researcher's careers.

The majority of the answers were marked „fully implemented“, i.e. 36 % of all answers. Next options „rather implemented“ were evaluated by 34 %, „moderate“ by 15 %, „rather missing“ by 4 %, „completely missing“ by 1 % and „unable to say“ by 10 %.

Table 40

1 - fully implemented	123
2 - substantially implemented	119
3 – partially implemented	53
4 – insufficiently implemented	14
5 - completely missing	3
6 - unable to say	34
Σ	346

Figure 40



38. Continuing Professional Development (table 41, figure 41)

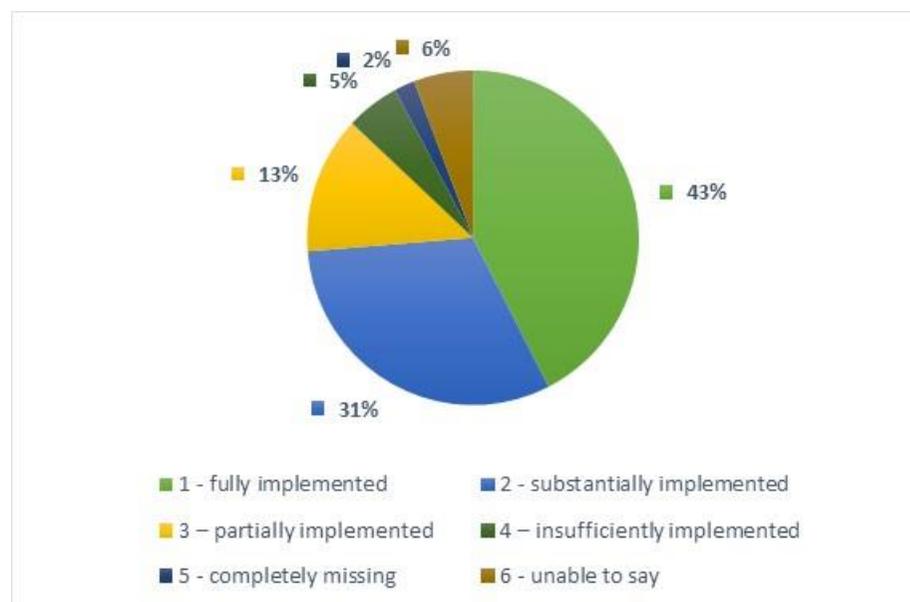
Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.

The majority of the answers were marked „fully implemented“, i.e. 43 % of all answers. Next options „rather implemented“ were evaluated by 31 %, „moderate“ by 13 %, „rather missing“ by 5 %, „completely missing“ by 2 % and „unable to say“ by 6 %.

Table 41

1 - fully implemented	147
2 - substantially implemented	108
3 – partially implemented	46
4 – insufficiently implemented	18
5 - completely missing	7
6 - unable to say	20
Σ	346

Figure 41



39. Access to research training and continuous development (table 42, figure 42)

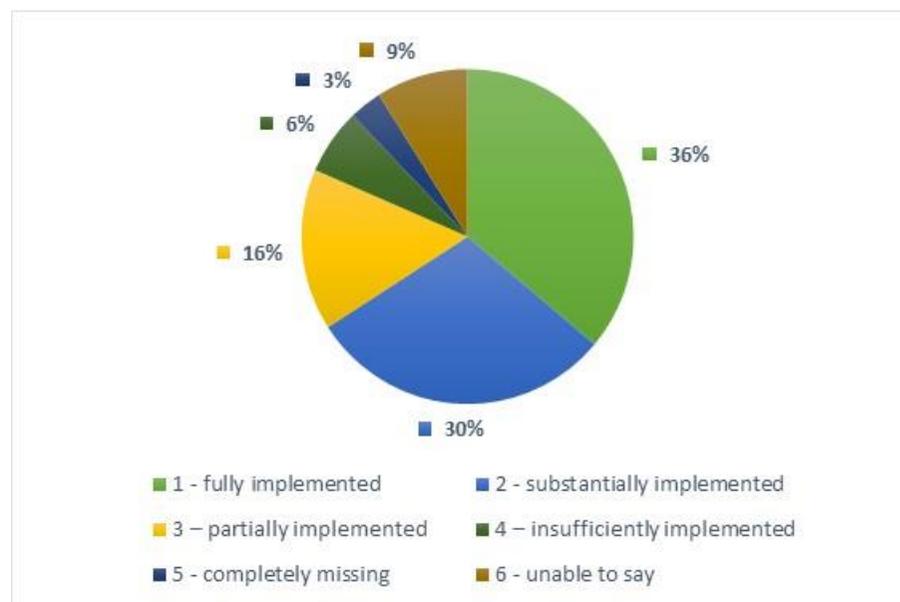
Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, take-up and effectiveness in improving competencies, skills and employability.

The majority of the answers were marked „fully implemented“, i.e. 36 % of all answers. The option „rather implemented“ was evaluated by 30 %, „moderate“ by 16 %, „rather missing“ by 6 %, „completely missing“ by 3 % and „unable to say“ by 9 %.

Table 42

1 - fully implemented	125
2 - substantially implemented	103
3 – partially implemented	54
4 – insufficiently implemented	22
5 - completely missing	11
6 - unable to say	31
Σ	346

Figure 42



40. Supervision (table 43, figure 43)

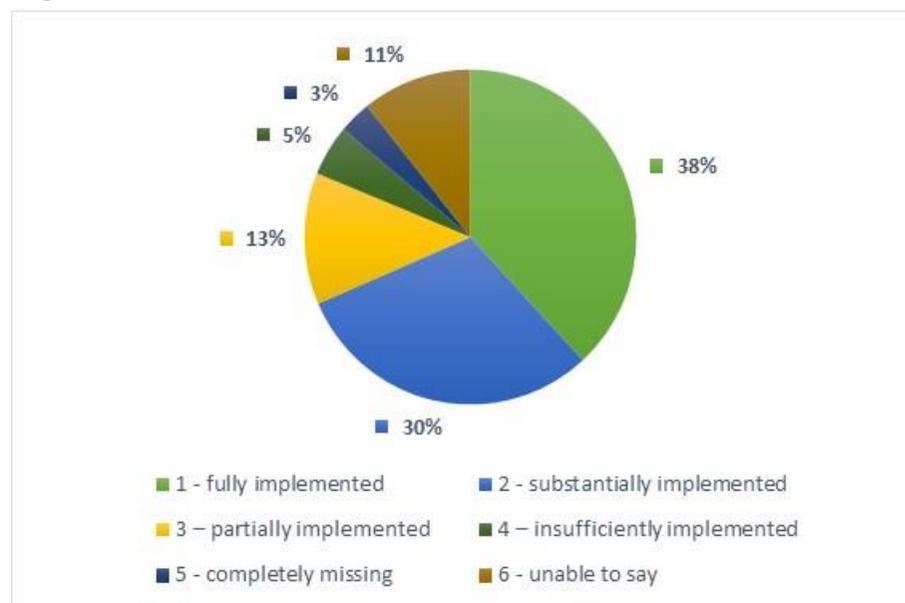
Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.

The majority of the answers were marked „fully implemented“, i.e. 38 % of all answers. The option „rather implemented“ was evaluated by 30 %, „moderate“ by 13 %, „rather missing“ by 5 %, „completely missing“ by 3 % and „unable to say“ by 11 %.

Table 43

1 - fully implemented	132
2 - substantially implemented	105
3 – partially implemented	44
4 – insufficiently implemented	17
5 - completely missing	11
6 - unable to say	37
Σ	346

Figure 43



III. SUMMARY

1. The question with the most positive responses „**fully implemented**“ – **10. Non discrimination** (74 % of all responses).
2. The question with the most positive responses „**fully implemented**“ and „**rather implemented**“ – **10. Non discrimination** (89 % of all responses).
3. The question with the most negative responses „**completely missing**“ – **26. Funding and salaries** and **34. Complains/appeals** (each 6 % of all responses).
4. The question with the most negative responses „**completely missing**“ and „**rather missing**“ – **26. Funding and salaries** and **30. Access to career advice** (each 19 % of all responses).
5. The question with the most responses „**moderate**“ – **9. Public engagement, 26. Funding and salaries, 28. Career development** (each 21 % of all responses).
6. The question with the most responses „**unable to say**“ – **17. Variation in the chronological order of CVs (Code)** (34 % of all responses).
7. The question with **the lowest standard deviation** – **1. Research freedom** and **10. Non discrimination**.
8. The question with **the highest standard deviation** – **34. Complains/appeals**.