

## SURVEY ANALYSIS

As part of the diagnosis of compliance with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, a survey was prepared with questions addressed to scientific, research and technical employees, engineering employees and PhD students of the Institute. Currently, the Institute (as of March 2023) employs 80 people in the above-mentioned positions (44 researchers, 27 engineers and 9 PhD students). Of these people, 35 people completed the survey, including: 17 women and 18 men (**Table 1**). In 15 surveys, in addition to marking answers, people completing them also included additional comments.

Most people who completed the survey are in the group over 35 years old (10 women – F, 11 men – M). In the age group over 35, the largest number of people who completed the survey described themselves as a researcher (19 people, including: 8F and 11M). In the second age group below 35 years old, most people who completed the survey also described themselves as a researcher (12 people, including: 6F and 6M).

**Table 1**  
The number of people who completed the survey, divided by age, position and declared gender

Age range	Below 35	Over 35	Sum
Women/PhD student (F)	1	0	1
Women/researcher (F)	6	8	14
Women/engineer (F)	0	2	2
Men/ PhD student (M)	1	0	1
Men/ researcher (M)	6	11	17
Men/ engineer (M)	0	0	0
<b>Total</b>	<b>14</b>	<b>21</b>	<b>35</b>

The survey comprised 40 issues in the form of statements) divided into the following sections:

- general principles and requirements applicable to researchers – 12 statements,
- general principles and requirements applicable to employers and funders – 19 statements,
- code of conduct for the recruitment of researchers – 9 statements,

to assess how employees assess the level of compliance with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the Institute of Dendrology, Polish Academy of Sciences. Below is an overview of the survey results, analyzing the responses to each statement.

### I. General rules and requirements applicable to researchers

1. The survey begins with a question about freedom of scientific research. Among 35 respondents, 94.3% (33 people, including 16F and 17M) stated that they fully or partially agree with the fact that the Institute respects freedom of research topics and methodology (**Table 2**).

**Table 2.**

**Statement 1: Freedom of scientific research: the employee has an influence on what S/he will be doing in scientific research: the Institute respects the principle of freedom to choose research topics and methodology.**

Age and position	below 35 /PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	0	1	2	1	0	0	0	0	3	6	2	0	15
I partially agree	0	0	5	4	0	0	0	0	4	5	0	0	18
I do not know	1	0	0	0	0	0	0	0	1	0	0	0	2
I disagree	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	7	5	0	0	0	0	8	11	2	0	35

2. All respondents answered the question regarding ethical principles. 97.1% of respondents (34 people, including: 18F,16M) fully or partially agreed with this statement, and 2.9% (1 person, including: 1M) did not agree with this statement (Table 3).

Table 3.

Statement 2: Ethical principles: the Institute observes ethical standards resulting from national and internal regulations, and research is carried out in compliance with them.

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		Over 35 /PhD student		Over 35/researcher		over 35 /engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	1	5	3	0	0	0	0	6	8	2	0	26
I partially agree	0	0	2	1	0	0	0	0	2	3	0	0	8
I do not know	0	0	0	0	0	0	0	0	0	0	0	0	0
I disagree	0	0	0	1	0	0	0	0	0	0	0	0	1
Total	1	1	7	5	0	0	0	0	8	11	2	0	35

3. 94,3% of respondents (33 people, including: 16F,17M) fully or partially agreed with the statement that the Institute respects the principle of respect for intellectual property rights and common ownership of data in the case of research conducted in cooperation with other scientists. On contrary, 5.7% of respondents (2 people, including 2F) disagreed with this statement (Table 4).

Table 4.

Statement 3: Professional responsibility: The Institute adheres to the principle of respect for intellectual property rights and common ownership of data in the case of research conducted in cooperation with other scientists.

Age and position	below 35 /PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	1	2	3	0	0	0	0	5	9	2	0	23
I partially agree	0	0	5	2	0	0	0	0	1	2	0	0	10
I do not know	0	0	0	0	0	0	0	0	0	0	0	0	0
I disagree	0	0	0	0	0	0	0	0	2	0	0	0	2
Total	1	1	7	5	0	0	0	0	8	11	2	0	35



Gender	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	1	3	3	0	0	0	0	2	5	2	0	17
I partially agree	0	0	1	1	0	0	0	0	4	2	0	0	8
I do not know	0	0	2	0	0	0	0	0	0	3	0	0	5
I disagree	0	0	1	1	0	0	0	0	2	1	0	0	5
Total	1	1	7	5	0	0	0	0	8	11	2	0	35

7. 88,6% of respondents stated that the Institute complies with OHS regulations (31 people, including: 14F,17M). They also recognized that the Institute enables the creation of backup copies of the obtained data and applies provisions on data protection and confidentiality. 8.6% (3 people, including: 3F) did not agree with the above statements and 2.9% (1F) answered "I don't know" (Table 8).

Table 8.

Statement 7: Principles of good practice in scientific research: the Institute complies with occupational health and safety regulations. The Institute enables the creation of backup copies of the obtained data and applies regulations regarding data protection and confidentiality.

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	1	2	4	0	0	0	0	5	6	1	0	20
I partially agree	0	0	2	1	0	0	0	0	2	5	1	0	11
I do not know	0	0	1	0	0	0	0	0	0	0	0	0	1
I disagree	0	0	2	0	0	0	0	0	1	0	0	0	3
Total	1	1	7	5	0	0	0	0	8	11	2	0	35

8. 94,3% of survey participants stated that the Institute enables the dissemination of research results and, where appropriate, and to the extent of financial possibilities, supports their commercialization (33 people, including: 17F, 16M). 5.7%(2 people, including:1F,1M) answered that they did not know whether the Institute allows the dissemination of research results (Table 9).

Table 9.

Statement 8: Dissemination and commercialization of results: The Institute enables the dissemination of research results and, where appropriate, and, subject to financial possibilities, supports their commercialization.

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	1	4	3	0	0	0	0	3	10	2	0	24
I partially agree	0	0	3	1	0	0	0	0	4	1	0	0	9
I do not know	0	0	0	1	0	0	0	0	1	0	0	0	2
I disagree	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	7	5	0	0	0	0	8	11	2	0	35



<b>I fully agree</b>	0	0	1	3	0	0	0	0	2	5	0	0	<b>11</b>
<b>I partially agree</b>	0	0	4	0	0	0	0	0	4	6	2	0	<b>16</b>
<b>I do not know</b>	1	1	0	1	0	0	0	0	0	0	0	0	<b>3</b>
<b>I disagree</b>	0	0	2	1	0	0	0	0	2	0	0	0	<b>5</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

12. 80% of people participating in the survey partially or fully agreed with the statement that the Institute enables updating and expanding the scope of scientists' skills through training, workshops, conferences and online courses (28 people, including: 13F,15M). 17.1% of respondents disagreed with this statement (6 people, including: 4F,2M). One person (F) stated that they had no knowledge on this topic (2.9%)(Table 13).

Table 13.

Statement 12: Continuing professional development: The Institute enables researchers to update and expand their skills through training, workshops, conferences and online courses.

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
<b>I fully agree</b>	0	0	0	3	0	0	0	0	2	5	2	0	<b>12</b>
<b>I partially agree</b>	0	1	4	1	0	0	0	0	5	5	0	0	<b>16</b>
<b>I do not know</b>	1	0	0	0	0	0	0	0	0	0	0	0	<b>1</b>
<b>I disagree</b>	0	0	3	1	0	0	0	0	1	1	0	0	<b>6</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

## II. General rules and requirements applicable to employers and funders

1. This part of the survey begins with a statement about the recognition of the profession. 65.7% of respondents stated that at the Institute all scientists are treated as professionals, regardless of the stage of their scientific career (23 people, including: 12F,11M). 25.7% did not agree with this statement (9 people, including: 5F,4M), and 8.6% believed that they had no knowledge on this topic (3 people, including: 1F,2M)(Table 14).

Table 14.

Statement 13: Recognition of profession: The Institute treats all researchers as professionals, regardless of the stage of their scientific career (R1-R4).

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
<b>I fully agree</b>	1	1	3	2	0	0	0	0	1	4	2	0	<b>14</b>
<b>I partially agree</b>	0	0	1	1	0	0	0	0	4	3	0	0	<b>9</b>
<b>I do not know</b>	0	0	0	0	0	0	0	0	1	2	0	0	<b>3</b>
<b>I disagree</b>	0	0	3	2	0	0	0	0	2	2	0	0	<b>9</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

2. 80% of the surveyed people fully or partially agreed with the statement that the Institute does not discriminate against gender, age, ethnic origin, religion, sexual orientation, language,

disability, political beliefs, social or economic conditions (28 people, including: 13F,15M). 14.3% of respondents did not agree with this statement (5 people, including: 4F,1M), and 5.7% believed that they had no knowledge on this topic (2 people, including 1F,1M)(Table 15).

**Table 15.**

**Statement 14: Non-discrimination: The Institute does not discriminate against gender, age, ethnic origin, religion, sexual orientation, language, disability, political beliefs, social or economic conditions.**

Age and position	below 35 /PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
<b>I fully agree</b>	0	1	3	3	0	0	0	0	3	7	2	0	<b>19</b>
<b>I partially agree</b>	0	0	1	0	0	0	0	0	4	4	0	0	<b>9</b>
<b>I do not know</b>	0	0	1	1	0	0	0	0	0	0	0	0	<b>2</b>
<b>I disagree</b>	1	0	2	1	0	0	0	0	1	0	0	0	<b>5</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

3. 85,7% of respondents fully or partially agreed with the statement that the Institute provides a stimulating environment for research and scientific development, i.e. it provides the opportunity to establish cooperation, has specialized equipment and appreciates scientific work through a reward system (30 people, including: 15F,15M). 8.6% of respondents did not agree with this statement (3 people, including: 2F,1M), and 5.7% believed that they had no knowledge on this topic (2 people, including: 1F,1M)(Table 16).

**Table 16.**

**Statement 15: Research environment: The Institute provides a stimulating environment for research and scientific development (opportunities to establish cooperation, research equipment, awards).**

Age and position	below 35 /PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
<b>I fully agree</b>	0	1	1	2	0	0	0	0	4	7	1	0	<b>16</b>
<b>I partially agree</b>	0	0	4	2	0	0	0	0	4	3	1	0	<b>14</b>
<b>I do not know</b>	1	0	0	0	0	0	0	0	0	1	0	0	<b>2</b>
<b>I disagree</b>	0	0	2	1	0	0	0	0	0	0	0	0	<b>3</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

4. 88,6% of respondents agreed with the statement that the Institute provides flexible working conditions for scientists, including people with disabilities, in order to achieve effective research results and at the same time enable women and men to reconcile family and professional life (31 people, including: 16F,15M). 5.7% (2 people, including 2M) did not agree with this statement, the same percentage (2 people, including 2M) stated that they had no knowledge on this topic (Table 17).

**Table 17.**

**Statement 16: Working conditions: The Institute provides flexible working conditions for researchers, including people with disabilities, in order to achieve effective research results while enabling women and men to reconcile family and professional life (flexible working hours, part-time work, telework, remote work).**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	0	0	1	2	0	0	0	0	3	4	2	0	12
I partially agree	1	0	5	2	0	0	0	0	4	7	0	0	19
I do not know	0	1	0	1	0	0	0	0	0	0	0	0	2
I disagree	0	0	1	0	0	0	0	0	1	0	0	0	2
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

5. 100% of respondents partially or fully agreed with the statement that the Institute ensures, whenever possible, stable employment conditions (employment contract), in accordance with national regulations ("I fully agree" 31 people, including: 15F, 16M; "I partially agree": 4 people, including: 3F,1M) (Table 18).

**Table 18.**

**Statement 17: Stabilization and permanent employment: The Institute ensures, as far as possible, stable employment conditions (employment contract), in accordance with national regulations.**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	0	1	5	4	0	0	0	0	8	11	2	0	31
I partially agree	1	0	2	1	0	0	0	0	0	0	0	0	4
I do not know	0	0	0	0	0	0	0	0	0	0	0	0	0
I disagree	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

6. 82,9% of respondents (29 people, including: 15F,14M) partially or fully agreed that the Institute provides financing conditions at every stage of their scientific career in accordance with national and internal regulations. 5.7% (2 people, including: 2F) did not agree with this statement, and 11.4% (4 people, including: 1F,3M) stated that they had no knowledge on this topic (Table 19).

**Table 19.**

**Statement 18: Financing and remuneration: The Institute provides financing conditions at every stage of the scientific career in accordance with national and internal regulations.**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	0	3	4	0	0	0	0	4	7	2	0	21
I partially agree	0	0	3	0	0	0	0	0	2	3	0	0	8

<b>I do not know</b>	0	1	0	1	0	0	0	0	1	1	0	0	<b>4</b>
<b>I disagree</b>	0	0	1	0	0	0	0	0	1	0	0	0	<b>2</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

7. 68,6% of surveyed people partially or fully agreed with the statement that the Institute tries to ensure a representative gender balance at every level of scientific staff, including heads of departments and management staff, as well as members of appointed committees (24 people, including: 12F,12M). 8.6% of respondents did not agree with this statement (3 people, including: 3F), and 22.9% stated that they had no knowledge on this topic (8 people, including: 3F,5M)(Table 20).

Table 20.

**Statement 19: Gender balance: The Institute strives to ensure a representative gender balance at all levels of scientific staff, including heads of departments and management staff, as well as members of appointed committees.**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
<b>I fully agree</b>	0	0	4	2	0	0	0	0	2	6	1	0	<b>15</b>
<b>I partially agree</b>	0	0	1	2	0	0	0	0	3	2	1	0	<b>9</b>
<b>I do not know</b>	1	1	1	1	0	0	0	0	1	3	0	0	<b>8</b>
<b>I disagree</b>	0	0	1	0	0	0	0	0	2	0	0	0	<b>3</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

8. 42,9% of surveyed people fully or partially agreed with the statement that the Institute has a career development strategy for researchers at every stage of their career, in line with national regulations (15 people, including: 7F,8M). 37.1% of respondents stated that they had no knowledge on this topic (13 people, including: 6F,7M), and 20% disagreed with this statement (7 people, including: 5F,2M)(Table 21).

Table 21.

**Statement 20: Career development: The Institute has a career development strategy for researchers at every stage of their career, in line with national regulations (R1-R4).**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
<b>I fully agree</b>	0	0	2	2	0	0	0	0	1	5	2	0	<b>12</b>
<b>I partially agree</b>	0	0	1	0	0	0	0	0	1	1	0	0	<b>3</b>
<b>I do not know</b>	1	1	3	2	0	0	0	0	2	4	0	0	<b>13</b>
<b>I disagree</b>	0	0	1	1	0	0	0	0	4	1	0	0	<b>7</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

9. 68,6% of respondents fully or partially agreed with the statement that the Institute appreciates the value of geographical, intersectoral, intra- and interdisciplinary and virtual mobility, as well as mobility between the public and private sectors, including supporting scientists coming to the Institute and stimulating the mobility of employed scientists (24 people, including 13F,11M). 20%

of respondents stated that they had no knowledge on this topic (7 people, including: 4F,3M), and 11.4% disagreed with this statement (4 people, including: 1F,3M)(Table 22).

Table 22.

**Statement 21: The value of mobility: The Institute recognizes the value of geographic, intersectoral, intra- and interdisciplinary and virtual mobility, as well as mobility between the public and private sectors; supports scientists coming to the Institute and stimulates the mobility of employed scientists.**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	0	0	3	2	0	0	0	0	1	7	2	0	15
I partially agree	0	0	3	0	0	0	0	0	4	2	0	0	9
I do not know	1	1	0	2	0	0	0	0	3	0	0	0	7
I disagree	0	0	1	1	0	0	0	0	0	2	0	0	4
Total	1	1	7	5	0	0	0	0	8	11	2	0	35

10. 63,6% of respondents partially or fully agreed with the statement that the Institute enables professional development and constant development of qualifications through the organization of workshops and training (21 people, including: 8F,13M; "I fully agree" 10 people: 4F,6M; "I partially agree" 11 people: 4F,7M). 30.3% of the surveyed people did not agree with this statement (10 people, including: 7F,3M), and 6.06% stated that they had no knowledge on this topic (2 people, including: 1F,1M). Two people did not answer this question, the total number of people in this question is 33 (Table 23).

Table 23.

**Statement 22: Access to scientific training and opportunities for continuous development: The Institute enables professional development and constant development of qualifications by organizing workshops and training.**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	0	0	1	2	0	0	0	0	1	4	2	0	10
I partially agree	0	0	1	1	0	0	0	0	3	6	0	0	11
I do not know	1	1	0	0	0	0	0	0	0	0	0	0	2
I disagree	0	0	3	2	0	0	0	0	4	1	0	0	10
Total	1	1	5	5	0	0	0	0	8	11	2	0	33

11. 42,9% of respondents did not agree with the statement that the Institute enables scientists at every stage of their professional career to receive career advice (15 people, including: 9F,6M). 34.3% of the surveyed people fully or partially agreed with the above statement (12 people, including: 5F,7M). 22.9% of respondents stated that they had no knowledge on this topic (8 people, including: 4F,4M)(Table 24).

Table 24.

**Statement 23: Access to career advice: The Institute provides scientists at every stage of their career with advice regarding career development.**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	0	0	2	2	0	0	0	0	1	3	0	0	8
I partially agree	0	0	0	1	0	0	0	0	1	1	1	0	4
I do not know	1	1	1	0	0	0	0	0	1	3	1	0	8
I disagree	0	0	4	2	0	0	0	0	5	4	0	0	15
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

12. 60% of respondents fully or partially agreed with the statement that, in line with the intellectual property regulations, the Institute ensures that scientists at every stage of their professional career benefit from the use of their research results through proper protection of intellectual property rights (21 people, including: 11F,10M). 34.3% of the respondents stated that they had no knowledge on this topic (12 people, including: 5F, 7M), and 5.7% of the respondents disagreed with this statement (2 people, including: 2F)(Table 25).

Table 25.

**Statement 24: Intellectual property rights: in line with the intellectual property regulations, the Institute ensures that scientists at every stage of their professional career benefit from the use of their research results through appropriate protection of intellectual property rights.**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	0	3	3	0	0	0	0	4	7	2	0	20
I partially agree	0	0	1	0	0	0	0	0	0	0	0	0	1
I do not know	0	1	3	2	0	0	0	0	2	4	0	0	12
I disagree	0	0	0	0	0	0	0	0	2	0	0	0	2
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

13. 77,1% of surveyed people fully or partially agreed with the statement that the Institute has a positive attitude towards co-authorship when assessing scientific staff, as it is evidence of a constructive approach to conducting research, and therefore that the procedures and practices at the Institute ensure that every scientist should be listed as a co-author in the context of actual contribution to the creation of the work, patent (27 people, including: 12F,15M). 17.1% of respondents did not agree with this statement (6 people, including: 5F,1M), and 5.7% believed that they had no knowledge on this topic (2 people, including: 1F,1M) (Table 26).

Table 26.

**Statement 25: Co-authorship: The Institute takes a positive approach to co-authorship when assessing scientific staff, as it is evidence of a constructive approach to conducting research. Procedures and practices at the Institute ensure that each scientist should be listed as a co-author in the context of actual contribution to the creation of the work or patent.**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	0	0	4	2	0	0	0	0	5	6	2	0	19
I partially agree	1	0	0	2	0	0	0	0	0	5	0	0	8
I do not know	0	1	0	0	0	0	0	0	1	0	0	0	2
I disagree	0	0	3	1	0	0	0	0	2	0	0	0	6
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

14. 42,9% of respondents fully or partially agreed with the statement that there is a designated person at the Institute to whom young scientists can report on matters related to the performance of their duties, who also serves as an advisory person in matters of career development and obtaining funds for research (15 people, including: 5F,10M). 34.3% of the surveyed people did not agree with this statement (12 people, including: 8F,4M), and 22.9% stated that they had no knowledge on this topic (8 people, including: 5F, 3M)(Table 27).

Table 27.

Statement 26: Scientific supervision: there is a designated person at the Institute to whom young scientists can contact in matters related to the performance of their duties. S/he also serves as an advisory body on career development and obtaining funds for research.

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	0	0	2	1	0	0	0	0	1	4	0	0	8
I partially agree	1	1	0	1	0	0	0	0	0	3	1	0	7
I do not know	0	0	1	1	0	0	0	0	3	2	1	0	8
I disagree	0	0	4	2	0	0	0	0	4	2	0	0	12
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

15. 82,9% of respondents stated that the Institute assesses the professional activity of scientists in accordance with national guidelines (29 people, including: 15F,14M). 17.1% stated that they had no knowledge on this topic (6 people, including: 3F,3M) (Table 28).

Table 28.

Statement 27: Employee evaluation systems: The Institute evaluates the professional activity of scientists in accordance with national guidelines.

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	0	5	3	0	0	0	0	7	9	2	0	27
I partially agree	0	1	0	1	0	0	0	0	0	0	0	0	2
I do not know	0	0	2	1	0	0	0	0	1	2	0	0	6
I disagree	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

16. 37,1% (13 people (including: 8F,5M) of the respondents stated that they did not know whether the Institute, in line with national regulations, appointed an impartial person who considers complaints/appeals of scientists (disciplinary spokesman and disciplinary committee). 34.3% of the surveyed people partially or fully agreed with the statement that there is such a person designated at the Institute (12 people, including: 5F,7M), and 28.6% disagreed with this statement (10 people, including: including: 5F,5M) (Table 29).

Table 29.

Statement 28: Complaints/appeals: the Institute, in line with national regulations, appoints an impartial person who considers complaints/appeals of scientists (disciplinary spokesman and disciplinary commission).

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	0	0	1	2	0	0	0	0	2	3	1	0	9
I partially agree	0	0	0	0	0	0	0	0	1	2	0	0	3
I do not know	1	1	3	1	0	0	0	0	3	3	1	0	13
I disagree	0	0	3	2	0	0	0	0	2	3	0	0	10
Total	1	1	7	5	0	0	0	0	8	11	2	0	35

17. 40% of respondents did not agree with the statement that the Institute has a body that meets regularly with the Board of Directors, which includes representatives of researchers at all stages of their careers (14 people, including: 8F,6M). 34.3% partially or fully agreed that the Institute has a body that meets regularly with the Board of Directors, which includes representatives of researchers at all stages of their careers (12 people, including: 4F,8M), and 25.7% believed that has no knowledge on this topic (9 people, including: 6F,3M) (Table 30).

Table 30.

Statement 29: Influence on decision-making bodies: The Institute has a body that meets regularly with the Board of Directors, which includes representatives of researchers at all stages of their careers.

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	0	0	1	3	0	0	0	0	1	4	1	0	10
I partially agree	0	0	0	0	0	0	0	0	1	1	0	0	2
I do not know	0	1	3	0	0	0	0	0	2	2	1	0	9
I disagree	1	0	3	2	0	0	0	0	4	4	0	0	14
Total	1	1	7	5	0	0	0	0	8	11	2	0	35

18. 80% of respondents fully or partially agreed with the statement that the Institute clearly defines the standards for accepting researchers for particular positions, depending on the stage of scientific career development (28 people, including: 14F,14M). 14.3% of the surveyed people did not agree with this statement (5 people, including: 3F,2M), and 5.7% believed that they had no knowledge on this topic (2 people, including: 1F,1M) (Table 31).

**Table 31.**

**Statement 30: Recruitment: The Institute clearly defines the standards for accepting researchers for particular positions, depending on the stage of scientific career development.**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	0	2	4	0	0	0	0	2	7	2	0	18
I partially agree	0	0	4	0	0	0	0	0	3	3	0	0	10
I do not know	0	1	0	0	0	0	0	0	1	0	0	0	2
I disagree	0	0	1	1	0	0	0	0	2	1	0	0	5
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

19. 74,3% of respondents fully or partially agreed with the statement that the Institute perceives teaching as an important way of disseminating knowledge and considers it a valuable option for developing a scientific career (26 people, including: 13F,13M). 11.4% of the surveyed people did not agree with this statement (4 people, including: 1F,3M), and 14.3% stated that they had no knowledge on this topic (5 people, including: 4F,1M) (Table 32).

**Table 32.**

**Statement 31: Teaching: The Institute perceives teaching as an important means of disseminating knowledge and considers it a valuable option for developing a research career.**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	1	4	3	0	0	0	0	3	6	1	0	19
I partially agree	0	0	1	0	0	0	0	0	2	3	1	0	7
I do not know	0	0	1	1	0	0	0	0	3	0	0	0	5
I disagree	0	0	1	1	0	0	0	0	0	2	0	0	4
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>35</b>

### III. Code of conduct for the recruitment of researchers

1. 91,2% of respondents fully or partially agreed that the Institute provides open and transparent recruitment procedures that can be compared at the international level and that they are adapted to the type of position offered, and that the advertisements contain a detailed description of the required knowledge and qualifications as well as working conditions and career development prospects (31 people, including: 16F,15M). 2.9% of the surveyed people did not agree with this statement (1 person, including: 1F), and 5.9% stated that they had no knowledge on this topic (2 people, including: 2M). One person did not answer this question, the total number of people in this question is 34 (Table 33).

**Table 33.**

**Statement 32: Recruitment: The Institute provides open and transparent recruitment procedures that are comparable at an international level. They are adapted to the type of position offered, and**

the advertisements contain a detailed description of the required knowledge and qualifications, as well as working conditions and career development prospects.

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	0	2	4	0	0	0	0	5	9	2	0	23
I partially agree	0	0	4	0	0	0	0	0	2	2	0	0	8
I do not know	0	1	0	1	0	0	0	0	0	0	0	0	2
I disagree	0	0	1	0	0	0	0	0	0	0	0	0	1
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>34</b>

2. 79,4% of respondents fully or partially agreed with the statement that the Institute ensures that the members of the committee selecting candidates represent diverse experiences and qualifications, and that the composition of the committee shows an appropriate gender balance (27 people, including: 12F,15M). 20.6% of the surveyed people stated that they had no knowledge on this topic (7 people, including: 5F,2M). One person did not answer this question, the total number of people in this question was 34 (Table 34).

Table 34.

Statement 33: Selection: The Institute ensures that the members of the committee selecting candidates represent diverse experiences and qualifications. The composition of the committee has an appropriate gender balance.

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	0	4	3	0	0	0	0	4	6	2	0	20
I partially agree	0	0	0	2	0	0	0	0	1	4	0	0	7
I do not know	0	1	3	0	0	0	0	0	2	1	0	0	7
I disagree	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>34</b>

3. 50% of respondents fully or partially agreed with the statement that the Institute informs potential candidates about the recruitment process, selection criteria and the number of available positions, and that after the recruitment process is completed, all candidates are informed about the strengths and weaknesses of their applications (17 people, including: 9F,8M). 35.3% of the surveyed people stated that they had no knowledge on this topic (12 people, including: 4F,8M), and 14.7% disagreed with this statement (5 people, including: 4F,1M). One person did not answer this question, the total number of people in this question was 34 (Table 35).

Table 35.

Statement 34: Transparency: The Institute informs potential candidates about the recruitment process, selection criteria and the number of available positions. After completing the recruitment process, all candidates are informed about the strengths and weaknesses of their applications.



<b>I fully agree</b>	0	0	2	0	0	0	0	0	0	3	3	2	0	<b>10</b>
<b>I partially agree</b>	0	0	0	1	0	0	0	0	0	0	1	0	0	<b>2</b>
<b>I do not know</b>	1	1	4	3	0	0	0	0	0	4	7	0	0	<b>20</b>
<b>I disagree</b>	0	0	1	1	0	0	0	0	0	0	0	0	0	<b>2</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>34</b>

6. 73,5% of surveyed people fully or partially agreed with the statement that the Institute appreciates all experiences in the field of mobility (25 people, including: 12F,13M). 17.7% of respondents stated that they had no knowledge on this topic (6 people, including: 4F,2M), and 8.8% disagreed with this statement (3 people, including: 1F,2M). One person did not answer this question, the total number of people answering this question is 34 (**Table 38**).

**Table 38.**

**Statement 37: Recognition of mobility experience: The Institute values all mobility experiences.**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
<b>I fully agree</b>	0	0	4	3	0	0	0	0	3	6	2	0	<b>18</b>
<b>I partially agree</b>	0	1	2	0	0	0	0	0	1	3	0	0	<b>7</b>
<b>I do not know</b>	1	0	0	1	0	0	0	0	3	1	0	0	<b>6</b>
<b>I disagree</b>	0	0	1	1	0	0	0	0	0	1	0	0	<b>3</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>34</b>

7. 73,5% respondents fully or partially admitted that the Institute ensures proper assessment of the professional qualifications of all researchers, based not only on indicators, but on the entire professional achievements (also informal qualifications and international mobility of researchers) (25 people, including: 12F,13M). 17.7% of the surveyed people stated that they had no knowledge on this topic (6 people, including: 4F,2M), and 8.8% did not agree that the Institute ensures proper assessment of the professional qualifications of all researchers (3 people, including: 1F,2M). One person did not answer this question, the total number of people in this question was 34 (**Table 39**).

**Table 39.**

**Statement 38: Recognition of qualifications: The Institute ensures proper assessment of the professional qualifications of all researchers, based not only on indicators, but on the entire professional achievements (including informal qualifications and international mobility of researchers).**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
<b>I fully agree</b>	1	0	3	2	0	0	0	0	4	5	2	0	<b>17</b>
<b>I partially agree</b>	0	0	1	1	0	0	0	0	1	5	0	0	<b>8</b>
<b>I do not know</b>	0	1	2	1	0	0	0	0	2	0	0	0	<b>6</b>
<b>I disagree</b>	0	0	1	1	0	0	0	0	0	1	0	0	<b>3</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>34</b>

8. 85,3% of respondents fully or partially agreed with the statement that the Institute assesses the appropriate substantive qualifications of researchers for particular positions (29 people, including: 13F, 16M). 14.7% of the surveyed people stated that they had no knowledge on this topic (5 people, including: 4F, 1M). One person did not answer this question, the total number of people answering this question is 34 (Table 40).

**Table 40.**

**Statement 39: Work experience: The Institute assesses the appropriate substantive qualifications of researchers for particular positions.**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	0	3	4	0	0	0	0	3	8	2	0	21
I partially agree	0	0	2	1	0	0	0	0	2	3	0	0	8
I do not know	0	1	2	0	0	0	0	0	2	0	0	0	5
I disagree	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	7	5	0	0	0	0	7	11	2	0	34

9. 64,7% of respondents fully or partially admitted that the Institute has clear rules regarding the recruitment of researchers with a doctoral degree for the position of assistant professor (22 people, including: 10F, 12M). 17.7% of the surveyed people did not agree with this statement (6 people, including: 3F, 3M), the same percentage stated that they had no knowledge on this topic (6 people, including: 4F, 2M). One person did not answer this question, the total number of people answering this question is 34 (Table 41).

**Table 41.**

**Statement 40: Positions for employees with a doctoral degree: The Institute has clear rules regarding the recruitment of researchers with a doctoral degree to the position of assistant professor.**

Age and position	below 35/PhD student		below 35/researcher		below 35/engineer		over 35/PhD student		over 35/researcher		over 35/engineer		Sum
	F	M	F	M	F	M	F	M	F	M	F	M	
I fully agree	1	0	2	3	0	0	0	0	4	6	2	0	18
I partially agree	0	0	1	0	0	0	0	0	0	3	0	0	4
I do not know	0	1	1	1	0	0	0	0	3	0	0	0	6
I disagree	0	0	3	1	0	0	0	0	0	2	0	0	6
Total	1	1	7	5	0	0	0	0	7	11	2	0	34