Statistical analysis of the results of the survey on the implementation of *the European Charter for Researchers* and *the Code of Conduct for the Recruitment of Researchers* at the Institute of Geophysics, Polish Academy of Sciences

analysis of the results:

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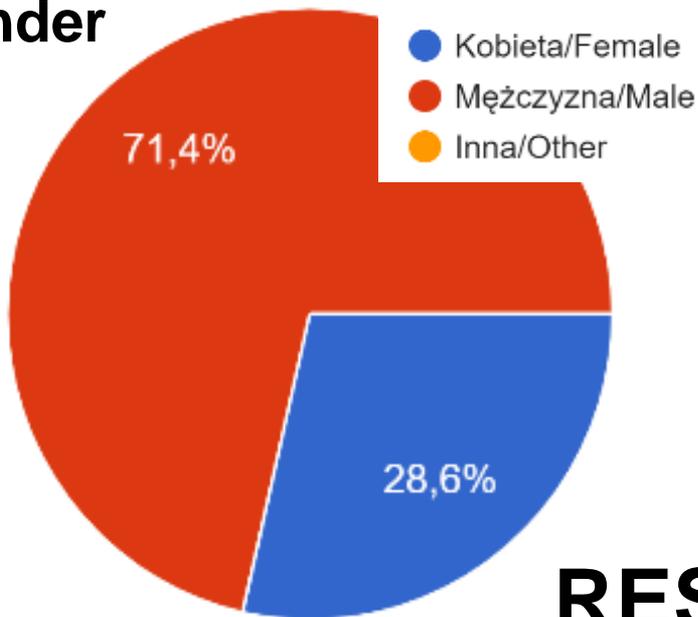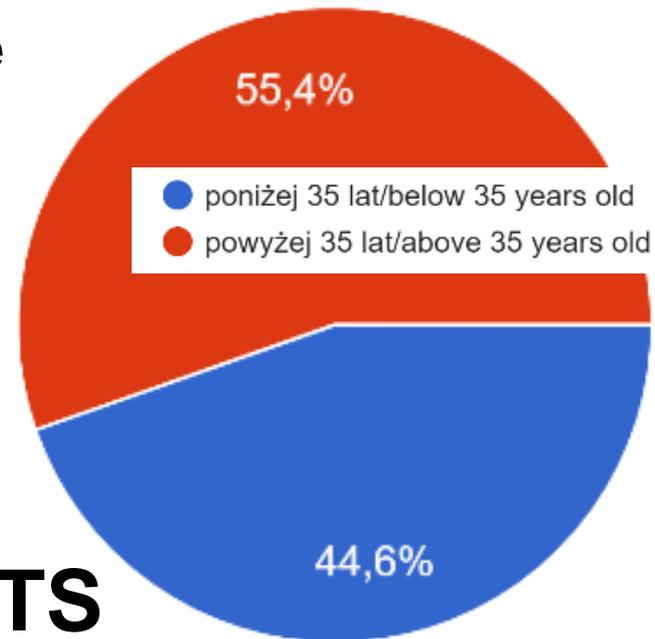

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BASIC INFORMATION

➢the survey was conducted on November 10-21, 2021 among doctoral students and researchers;

➢56 people took part in the survey, which is slightly more than 50% of eligible persons;

➢respondents answered 40 questions;

➢each question was rated on a scale of 1-5: in terms of significance (whether the question is important for the respondent) and the degree of implementation (i.e. to what extent the solutions presented in a given question are implemented at the Institute)
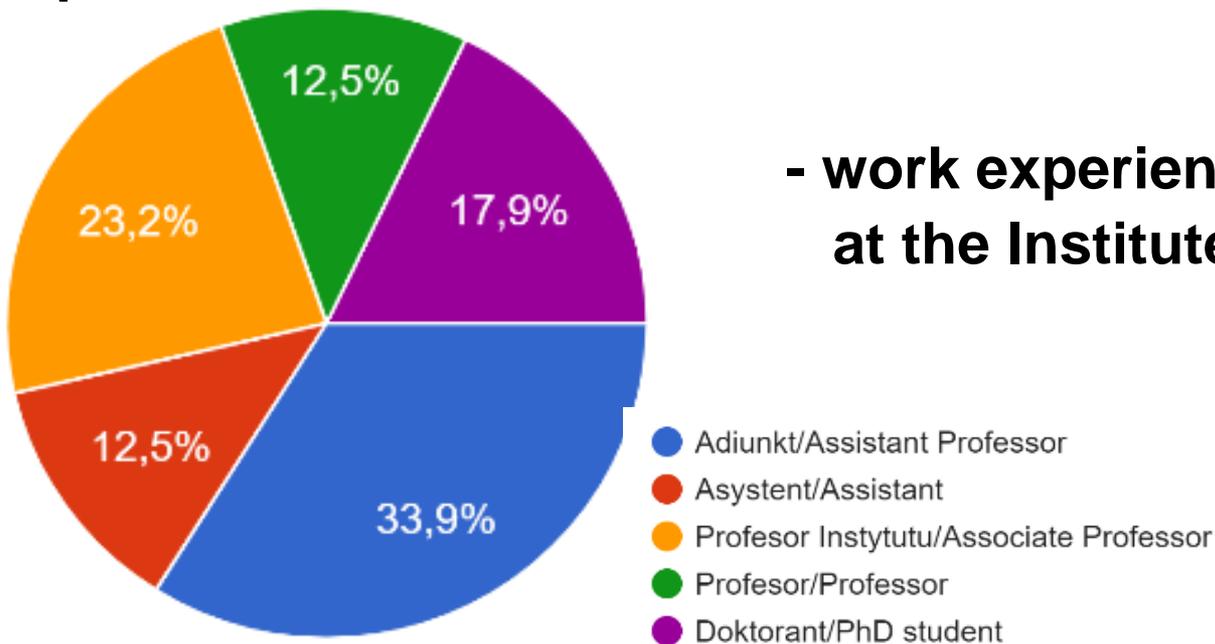
RESPONDENTS PROFILE

- gender

- Kobieta/Female
- Mężczyzna/Male
- Inna/Other

71,4%
28,6%

- age

- poniżej 35 lat/below 35 years old
- powyżej 35 lat/above 35 years old

55,4%
44,6%

- position

12,5%
17,9%
23,2%
12,5%
33,9%

- Adiunkt/Assistant Professor
- Asystent/Assistant
- Profesor Instytutu/Associate Professor
- Profesor/Professor
- Doktorant/PhD student

- work experience at the Institute

17,9%
21,4%
16,1%
44,6%

- 0-5 lat/0-5 years
- 6-10 lat/6-10 years
- 11-20 lat/11-20 years
- >20 lat/ > 20 years
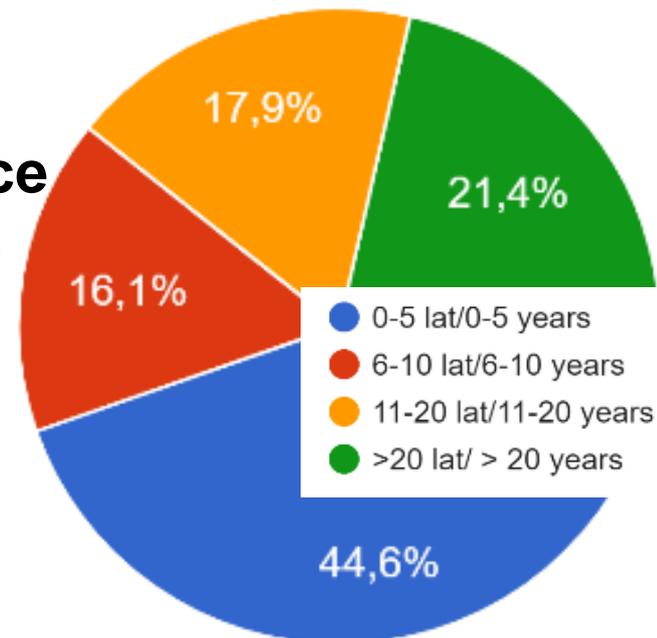
ISSUES RAISED BY THE SURVEY

#		#	
1	Research freedom	21	Postdoctoral appointments
2	Ethical principles	22	Recognition of the profession
3	Professional responsibility	23	Research environment
4	Professional attitude	24	Working conditions
5	Contractual and legal obligations	25	Stability and permanence of employment
6	Accountability	26	Funding and salaries
7	Good practice in research	27	Gender balance
8	Dissemination, exploitation of results	28	Career development
9	Public engagement	29	Value of mobility
10	Non discrimination	30	Access to career advice
11	Evaluation and appraisal systems	31	Intellectual Property Rights
12	Recruitment	32	Co-authorship
13	Recruitment	33	Teaching
14	Selection	34	Complains and appeals
15	Transparency	35	Participation in decision-making bodies
16	Judging merit	36	Relation with supervisors
17	Variations in the chronological order of CVs	37	Supervision and managerial duties
18	Recognition of mobility experience	38	Continuing Professional Development
19	Recognition of qualifications	39	Access to research training and continuous development
20	Seniority	40	Supervision

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SIGNIFICANCE - STORED AVERAGE RESULTS

➤ **The respondents considered the most important:** Professional responsibility, Ethical principles, Working conditions, Financing and remuneration, Freedom of research.

➤ **The respondents considered the following as the least important:** Access to career counseling, Recognition of qualifications, Gender balance, Value of mobility, Work experience.

3	**Professional responsibility**	4,71	+/-	0,59
2	**Ethical principles**	4,70	+/-	0,54
24	**Working conditions**	4,70	+/-	0,54
26	**Funding and salaries**	4,68	+/-	0,54
1	**Research freedom**	4,64	+/-	0,59
10	Non discrimination	4,55	+/-	0,85
23	Research environment	4,52	+/-	0,69
6	Accountability	4,50	+/-	0,76
25	Stability and permanence of employment	4,50	+/-	0,79
32	Co-authorship	4,50	+/-	0,69
7	Good practice in research	4,48	+/-	0,74
37	Supervision and managerial duties	4,48	+/-	0,79
4	Professional attitude	4,46	+/-	0,66
8	Dissemination, exploitation of results	4,43	+/-	0,83
36	Relation with supervisors	4,43	+/-	0,74
38	Continuing Professional Development	4,41	+/-	0,76
22	Recognition of the profession	4,39	+/-	0,89
16	Judging merit	4,32	+/-	0,79
28	Career development	4,30	+/-	0,83
35	Participation in decision-making bodies	4,30	+/-	0,74

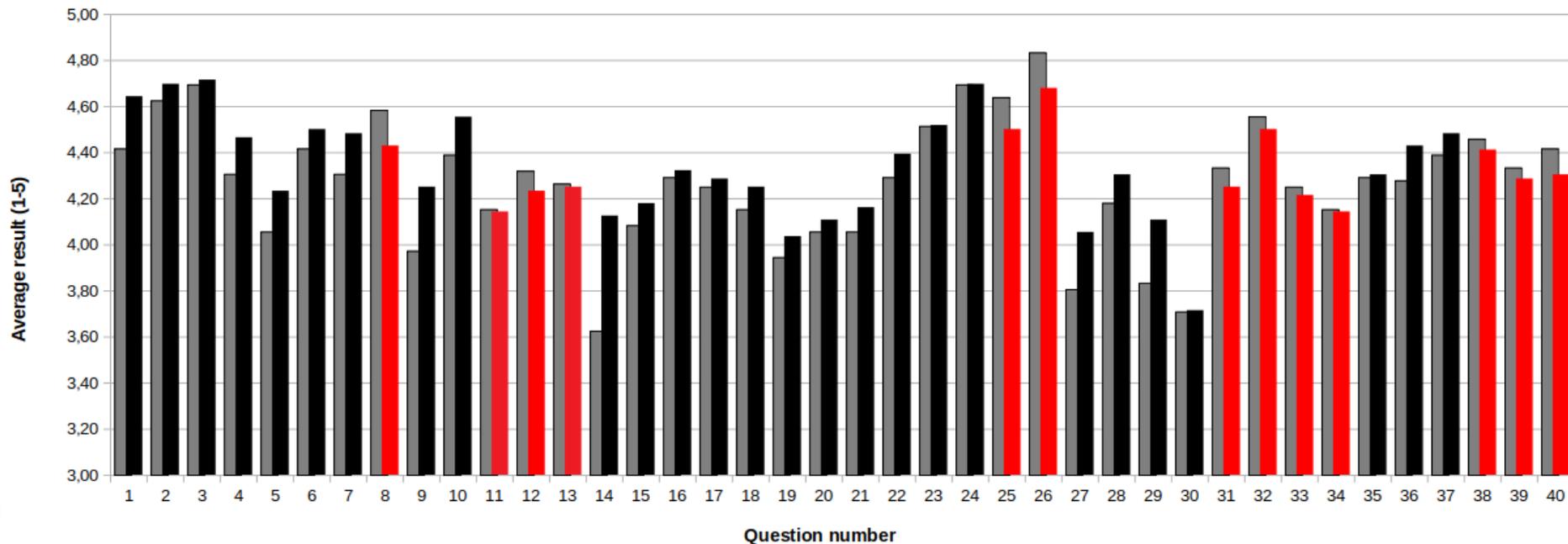|				
40	Supervision	4,30	+/-	0,95
17	Variations in the chronological order of CVs	4,29	+/-	0,76
39	Access to research training and continuous develop▸	4,29	+/-	0,85
9	Public engagement	4,25	+/-	0,86
13	Recruitment	4,25	+/-	0,74
18	Recognition of mobility experience	4,25	+/-	0,90
31	Intellectual Property Rights	4,25	+/-	0,81
5	Contractual and legal obligations	4,23	+/-	0,87
12	Recruitment	4,23	+/-	0,79
33	Teaching	4,21	+/-	0,82
15	Transparency	4,18	+/-	0,96
21	Postdoctoral appointments	4,16	+/-	0,97
11	Evaluation and appraisal systems	4,14	+/-	0,92
34	Complains and appeals	4,14	+/-	0,92
14	Selection	4,13	+/-	0,97
20	**Seniority**	4,11	+/-	0,82
29	**Value of mobility**	4,11	+/-	0,87
27	**Gender balance**	4,05	+/-	1,07
19	**Recognition of qualifications**	4,04	+/-	0,83
30	**Access to career advice**	3,71	+/-	1,02

IMPLEMENTATION - STORED AVERAGE RESULTS

➢ **The respondents considered the following as the best implemented:** Freedom of research, Ethical principles, Non-discrimination, Professional responsibility, Recognition of mobility experience.

➢ **The respondents considered as the worst implemented:** Access to career counseling, Career development, Financing and remuneration, Complaints and appeals, Access to training and continuous development.

1	Research freedom	4,16	+/-	0,59		21	Postdoctoral appointments	3,80	+/-	0,97
2	Ethical principles	4,14	+/-	0,54		32	Co-authorship	3,80	+/-	0,69
10	Non discrimination	4,14	+/-	0,85		36	Relation with supervisors	3,80	+/-	0,74
3	Professional responsibility	4,07	+/-	0,59		7	Good practice in research	3,77	+/-	0,74
18	Recognition of mobility experience	4,05	+/-	0,90		14	Selection	3,77	+/-	0,97
20	Seniority	4,05	+/-	0,82		25	Stability and permanence of employment	3,77	+/-	0,79
27	Gender balance	4,04	+/-	1,07		33	Teaching	3,77	+/-	0,82
35	Participation in decision-making bodies	4,02	+/-	0,74		8	Dissemination, exploitation of results	3,75	+/-	0,83
12	Recruitment	3,96	+/-	0,79		37	Supervision and managerial duties	3,75	+/-	0,79
13	Recruitment	3,93	+/-	0,74		38	Continuing Professional Development	3,75	+/-	0,76
4	Professional attitude	3,91	+/-	0,66		29	Value of mobility	3,73	+/-	0,87
5	Contractual and legal obligations	3,89	+/-	0,87		23	Research environment	3,66	+/-	0,69
19	Recognition of qualifications	3,89	+/-	0,83		22	Recognition of the profession	3,64	+/-	0,89
6	Accountability	3,88	+/-	0,76		15	Transparency	3,59	+/-	0,96
17	Variations in the chronological order of CVs	3,88	+/-	0,76		11	Evaluation and appraisal systems	3,57	+/-	0,92
31	Intellectual Property Rights	3,88	+/-	0,81		39	Access to research training and continuous devel▶	3,54	+/-	0,85
16	Judging merit	3,87	+/-	0,79		34	Complains and appeals	3,41	+/-	0,92
9	Public engagement	3,86	+/-	0,86		26	Funding and salaries	3,29	+/-	0,54
24	Working conditions	3,84	+/-	0,54		28	Career development	3,27	+/-	0,83
40	Supervision	3,84	+/-	0,95		30	Access to career advice	2,59	+/-	1,02

COMPARISON OF 2021 AND 2016 SURVEYS - SIGNIFICANCE

➢ Compared to 2016, **the significance increased in 27 categories**, i.e. the importance of the given issues increased. On the other hand, **in 13 categories the significance decreased** (red), which means that given categories became less important for the respondents.

Results of the survey Logo HR - year 2016 (grey color) and 2021 (color black or red)

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➤ **The greatest increase in significance occurred in the following categories**: Personnel selection, Social involvement, Value of mobility, Gender balance, Freedom of research.

➤ **The greatest decrease in significance took place in the following categories**: Financing and remuneration, Dissemination, exploitation of results, Stability and durability of employment, Scientific supervision, Recruitment.

#	Category	Value		#	Category	Value
14	**Selection**	0,50		17	Variations in the chronological order of CVs	0,04
9	**Public engagement**	0,28		16	Judging merit	0,03
29	**Value of mobility**	0,27		3	Professional responsibility	0,02
27	**Gender balance**	0,25		35	Participation in decision-making bodies	0,01
1	**Research freedom**	0,23		30	Access to career advice	0,01
5	Contractual and legal obligations	0,18		23	Research environment	0,00
7	Good practice in research	0,18		24	Working conditions	0,00
10	Non discrimination	0,16		11	Evaluation and appraisal systems	-0,01
4	Professional attitude	0,16		34	Complains and appeals	-0,01
36	Relation with supervisors	0,15		13	Recruitment	-0,01
28	Career development	0,12		33	Teaching	-0,04
21	Postdoctoral appointments	0,11		38	Continuing Professional Development	-0,05
22	Recognition of the profession	0,10		39	Access to research training and continuous develop▸	-0,05
18	Recognition of mobility experience	0,10		32	Co-authorship	-0,06
15	Transparency	0,10		31	Intellectual Property Rights	-0,08
37	Supervision and managerial duties	0,09		12	**Recruitment**	-0,09
19	Recognition of qualifications	0,09		40	**Supervision**	-0,11
6	Accountability	0,08		25	**Stability and permanence of employment**	-0,14
2	Ethical principles	0,07		8	**Dissemination, exploitation of results**	-0,15
20	Seniority	0,05		26	**Funding and salaries**	-0,15

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COMPARISON OF 2021 AND 2016 SURVEYS – DEGREE OF IMPLEMENTATION

➢ Compared to 2016, **a better result was obtained in 28 categories**, i.e. the degree of implementation improved. On the other hand, **in 12 categories a worse result was obtained**, i.e. the degree of implementation deteriorated.

Results of the survey Logo HR - year 2016 (grey color) and 2021 (color black or red)
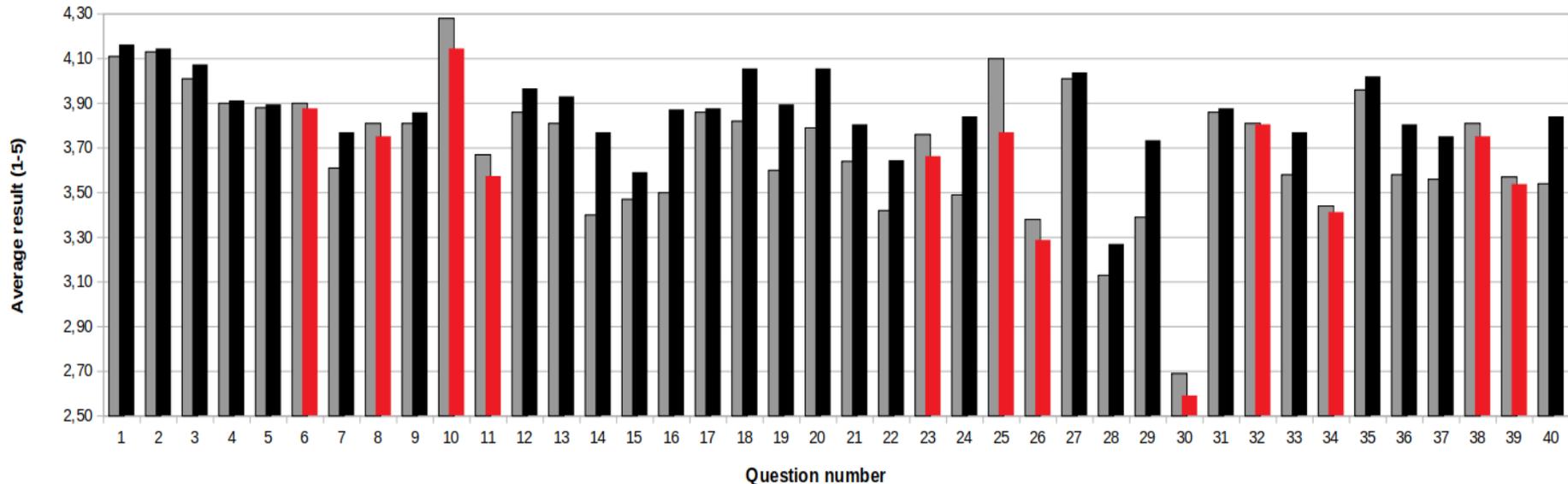
- **The greatest increase in implementation was in the following categories:** Achievement assessment, Personnel selection, Working conditions, Value of mobility, Scientific supervision.
- **The biggest drop in implementation occurred in the following categories:** Evaluation systems, Research environment, Access to career counseling, Non-discrimination, Stability and durability of employment.

16	**Judging merit**	0,37
14	**Selection**	0,37
24	**Working conditions**	0,35
29	**Value of mobility**	0,34
40	**Supervision**	0,30
19	Recognition of qualifications	0,29
20	Seniority	0,26
18	Recognition of mobility experience	0,23
36	Relation with supervisors	0,22
22	Recognition of the profession	0,22
37	Supervision and managerial duties	0,19
33	Teaching	0,19
21	Postdoctoral appointments	0,16
7	Good practice in research	0,16
28	Career development	0,14
15	Transparency	0,12
13	Recruitment	0,12
12	Recruitment	0,10
3	Professional responsibility	0,06
35	Participation in decision-making bodies	0,06

1	Research freedom	0,05
9	Public engagement	0,05
27	Gender balance	0,03
17	Variations in the chronological order of CVs	0,02
31	Intellectual Property Rights	0,02
2	Ethical principles	0,01
5	Contractual and legal obligations	0,01
4	Professional attitude	0,01
32	Co-authorship	-0,01
6	Accountability	-0,02
34	Complains and appeals	-0,03
39	Access to research training and continuous develop	-0,03
8	Dissemination, exploitation of results	-0,06
38	Continuing Professional Development	-0,06
26	Funding and salaries	-0,09
11	**Evaluation and appraisal systems**	-0,10
23	**Research environment**	-0,10
30	**Access to career advice**	-0,10
10	**Non discrimination**	-0,14
25	**Stability and permanence of employment**	-0,33

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SUMMARY

➢ 56 people took part in the survey, i.e. slightly more than 50% of eligible persons.

➢ **The respondents considered the most important:** Professional responsibility, Ethical principles, Working conditions, Financing and remuneration, Freedom of research. **The respondents considered the following as the least important:** Access to career counseling, Recognition of qualifications, Gender balance, Value of mobility, Work experience.

➢ **The respondents considered the following as the best implemented:** Freedom of research, Ethical principles, Non-discrimination, Professional responsibility, Recognition of mobility experience. **The respondents considered as the worst implemented:** Access to career counseling, Career development, Financing and remuneration, Complaints and appeals, Access to training and continuous development.

➢ **The greatest increase in significance occurred in the following categories:** Personnel selection, Social involvement, Value of mobility, Gender balance, Freedom of research. **The greatest decrease in significance took place in the following categories:** Financing and remuneration, Dissemination, exploitation of results, Stability and durability of employment, Scientific supervision, Recruitment.

➢ Compared to 2016, **the significance increased in 27 categories**, i.e. the importance of the given issues increased. On the other hand, **in 13 categories the significance decreased** (red), which means that given categories became less important for the respondents. The greatest increase in significance occurred in the following categories: Personnel selection, Social involvement, Value of mobility, Gender balance, Freedom of research. The greatest decrease in significance took place in the following categories: Financing and remuneration, Dissemination, exploitation of results, Stability and durability of employment, Scientific supervision, Recruitment.

➢ Compared to 2016, **a better result was obtained in 28 categories**, i.e. the degree of implementation improved. On the other hand, **in 12 categories a worse result was obtained**, i.e. the degree of implementation deteriorated. **The greatest increase in implementation was in the following categories**: Achievement assessment, Personnel selection, Working conditions, Value of mobility, Scientific supervision. **The biggest drop in implementation occurred in the following categories**: Evaluation systems, Research environment, Access to career counseling, Non-discrimination, Stability and durability of employment.

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