

- **ETHICAL AND PROFESSIONAL ASPECTS: 2016**

Module ETHICAL AND PROFESSIONAL ASPECTS was viewed by IB PAS employees as positive. The number of positive answers provided by researchers was the highest in this module. It is worth highlighting that most survey participants provided almost the same answers. Very high number of positive responses regarding the principle of research freedom means that IB PAS successfully supports this idea and enables researchers to select particular research topics and methods – 98% of positive answers. According to the respondents, the Institute adheres to the recognised ethical practices and fundamental ethical principles in research – 100% of positive answers. In case of research carried out in collaboration with supervisors, employees at IB PAS apply the principle of respect for intellectual property rights and joint data ownership and strictly avoid plagiarism – 98% of positive answers. Researchers at IB PAS abide by the rules on obtaining all necessary approvals before commencing any research – 98% of positive answers. As reported by researchers participating in the survey, all terms and conditions set out in employment agreements and agreements concluded with grant funders are observed – 98% of positive answers. As far as research funds are concerned, IB PAS adheres to the principles of sound, transparent and efficient financial management – 96% of positive answers. Moreover, employees at IB PAS are familiar with national legal requirements on occupational health and safety as well as data protection and act in line with these regulations – 94% of positive answers. Regarding dissemination of research results in the scientific community and informing the public about research results obtained at IB PAS in a manner understandable to non-specialists, 96% of respondents supplied positive answers. In relation to discrimination on the grounds of sex, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic background or scientific discipline, 89% of researchers at IB PAS claim that discrimination in their workplace does not exist. Percentage of negative answers exceeding 20% was reported for one question which regards appraisal system (11.2. *Do you think that appraisal system for researchers at IB PAS is adapted to senior as well as junior employees?*).

- **WORKING CONDITIONS AND SOCIAL SECURITY: 2016**

A large proportion of answers in module WORKING CONDITIONS AND SOCIAL SECURITY was positive. Respondents claim that they are recognised and treated as professionals – 93% of positive answers. According to their opinion, working conditions created at IB PAS increase research efficiency and enable researchers to combine family and professional life – 98%. With regard to flexible working arrangements, survey participants value the most flexible working hours (75%). Other important elements included teleworking (41%), part-time work (11%) and sabbatical leave (2%). A significant majority of respondents, that is 87%, have a very positive opinion about creating stimulating research and research training environment. Moreover, survey participants confirm that IB PAS ensures stability of employment (82%) and gender balance (90%). 84% of surveyed employees express positive view about opportunities to develop professional career. The most encouraging results concerned Intellectual Property Rights and co-authorship (93% of positive answers).

- **ETHICAL AND PROFESSIONAL ASPECTS: 2019**

The number of positive answers provided by the researchers at IB PAS in the survey in 2019 in module ETHICAL AND PROFESSIONAL ASPECTS was similar or higher as compared with the survey results from 2016. It has to be highlighted that, as compared to the first survey (2016), the results of the 2019 survey indicate a significant improvement in knowledge of the rules with regard to current national legal requirements on confidentiality and data protection (No. 7), with 86% of positive answers in 2016 and 100% in 2019. Moreover, an improvement was observed in the aspect of discrimination (No. 10), as in 2016 11% of the employees claimed that they have experienced some kind of discrimination, while in 2019 only 5% of the respondents reported such negative experience. On the other hand, a decrease was observed in the dissemination strategy of research results outside scientific community, from 2% to 8% of negative answers, showing that this strategy has to be improved on a current basis. The only important weakness identified in 2016 was related with the appraisal system (No. 11), especially with regard to the question (No. 11.2.) from the survey concerning the adaptation of the appraisal system for researchers to senior and junior employees. In 2016, the percentage of negative answers ('no' and 'rather no') exceeding 20% was reported, but in 2019 an important improvement was observed, as only 8% of the employees gave negative answers.

- **WORKING CONDITIONS AND SOCIAL SECURITY: 2019**

There was a significant increase in a positive evaluation during last years in module WORKING CONDITIONS AND SOCIAL SECURITY in 2019, especially in appraisal system relating to undertaking teaching activities and training early-stage researchers (No. 22), with only 3-5% of the respondents that claimed to be discontent by dedicating time to teaching activities. What is more, with regard to issues related to the participation in decision-making bodies (No. 24), there was an increase in the general positive assessment (8%), meaning that the researchers feel that they are better represented in all information, consultation and decision-making bodies. In addition, the researchers appreciated the development strategy aimed at enhancing future prospects at all stages of their career, including recognition of mobility (No. 18-19). It was expressed by very positive answers (92-97%) to that issue. Finally, it is interesting to observe that the employees are slightly more satisfied with gender-balanced representation at all levels of staff at IB PAS (90% in 2019).

Despite obtaining significant number of positive responses in this module, quite many answers were evaluated as negative. Percentage values amounting to or exceeding 20% of negative answers were obtained for six questions, that is 13.2, 16.2, 19.2, 22.1, 22.2 and 24.2. In spite of being satisfied from working conditions, respondents do not think that the Institute provides researchers with appropriate infrastructure – 20%. What is more, surveyed employees are not satisfied with salaries and think that remuneration offered at IB PAS is less attractive in comparison with other employers on the national job market – 59% of survey participants. Next issue is concerned with value of mobility – 29% of respondents think that appraisal system at IB PAS does not cover matters related to mobility experience. Moreover, researchers think that appraisal system adopted at IB PAS does not address issues relating to undertaking teaching activities and training early-stage researchers (34% and 59% of negative answers, respectively). As far as representation is concerned, 21% of survey participants hold the opinion that researchers at IB PAN are not represented in all information, consultation and decision-making bodies.

- **TRAINING: 2016**

Results obtained in module TRAINING were mostly positive. Survey respondents expressed their satisfaction with relationship with their supervisors – 91%. What is more, 88% of employees filling in the survey confirm that senior researchers at IB PAS perform tasks related to mentoring, leadership, project coordination and popularising scientific knowledge with the highest professional standards. Additionally, 93% of respondents are convinced that supervisors have the time, knowledge, experience, expertise and commitment necessary to provide research trainees with appropriate support. With regard to continuing professional development, overwhelming majority (95%) of surveyed employees maintain that they seek opportunity to continually develop themselves by regularly updating and expanding their skills and qualifications. However, 27% of answers concerning access to training were negative. Enquired researchers believe that access to training at IB PAS is limited due to financial reasons.

- **RECRUITMENT: 2016**

Analysis of the results for module RECRUITMENT revealed that despite majority of positive opinions there are also quite many answers stating that the respondent possess no knowledge of a given issue (Tab. 6). The results demonstrate that vast majority of surveyed employees are not familiar with procedures on recruitment for researchers followed at IB PAS. It might be explained by the fact that employees who are not involved in the recruitment process do not update information on recruitment policies. Surprisingly, half of the survey participants claim that, despite launching outreach campaign long before the survey, they are not familiar with the content of the Charter and the Code.

The major problem of this module is still concerned with the remuneration system offered at IB PAS (No. 16). However, in the last survey (2019) a disappointment in this aspect was expressed only by 23% of the respondents and they thought that remuneration was less attractive in comparison with other employers on the national job market. It clearly indicates that, despite the fact that almost one quarter of the employees consider themselves not sufficiently paid, the level of satisfaction significantly increased.

- **TRAINING: 2019**

Results obtained in 2019 in module TRAINING (aspects No. 25-29 according to the survey) revealed that in general the training activities are very well assessed by the researchers and the researchers expressed a higher level of satisfaction in these aspects. For example, 3% of the employees gave negative answers to the problem concerned with the access to training and further development activities (No. 28). The majority of the researchers (97%) think that senior researchers at IB PAS perform task related to leadership, project coordination and management with the highest professional standards (No. 26). Finally, a very positive result from the survey is that early-stage researchers can enhance their future career prospects under an efficient supervision of senior researchers who are able to dedicate their time, knowledge, experience, expertise and commitment.

- **RECRUITMENT: 2019**

Analysis of the survey results from 2019 for module RECRUITMENT (aspects No. 30-39) revealed an important improvement in knowledge of the procedures on recruitment among researchers. This is especially evidenced by an opinion of the employees that at IB PAS open, transparent, efficient and supportive recruitment procedures have been established (No. 31, 33, 34). Also, the great majority of the respondents were very familiar with a given issue. Moreover, new survey results clearly showed that researchers at IB PAS gave more positive assessments of important impact of some of the aspects of the recruitment processes on employability (No. 35-39). With regard to judging merit (no. 34), a change in the recruitment strategy was also documented. Additionally, 33% of the respondents answered that the selection process at IB PAS does not focus mostly on judging researchers according to bibliometric indices. It means that other criteria (i.e. teaching, knowledge transfer, management of research etc.) became more important in the recruitment process. Surprisingly, 13% of the researchers still claim that they are not familiar with the content of the Charter and the Code, despite launching an intensive programme focused on the HR strategy. The results showed that some employees are not involved in the recruitment process and therefore they do not need to update information on recruitment policies.

***Description of matrix charts**

Due to quite large number of questions in the survey (71 in 2016 and 72 in 2019), all data acquired were presented as a matrix to provide clear overview of the survey results (Survey results: 2016 and Survey results: 2019). The answers provided by a particular survey participant were presented in columns (with 44 questionnaires in 2016 and 39 in 2019, divided by demographic categories such as gender and the stage of research career; for details: see document entitled “HR Strategy at IB PAS”). Rows represent particular questions which were numbered (left side) and divided into 4 following modules: ETHICAL AND PROFESSIONAL ASPECTS, WORKING CONDITIONS AND SOCIAL SECURITY, TRAINING, RECRUITMENT.