The survey took place on February 24, 2023. The survey included 56 participants, and their selection was carefully considered to ensure representation and relevance to the Euraxess and Human Resources Strategy for Researchers (HRS4R) initiatives. Below, we outline the key criteria and strong points supporting our decision:

Engagement in Grant Programs and Laboratories: One of the primary goals of Euraxess is to promote the mobility and career development of researchers within the European Research Area. Therefore, it was crucial to include participants who are actively engaged in various grant programs and laboratory research. These individuals have direct experience with the principles of Code and Conduct and can provide valuable insights based on their day-to-day work.

Scientific Productivity: Selecting participants with a track record of scientific productivity ensures that the survey captures perspectives from researchers who have a significant impact on the research community. Their experiences and viewpoints can shed light on how adherence to the Code and Conduct principles can contribute to scientific excellence.

Representation of Young Researchers: To ensure a well-rounded perspective, we deliberately included 10 percent of young researchers among the participants. Young researchers often have unique challenges and expectations, and their input is vital for understanding how the Code and Conduct principles can best support their career development and integration into the research community.

Diverse Backgrounds: The survey participants were chosen from a diverse range of institutions, disciplines, gender and career stages. This diversity allows for a comprehensive examination of the Code and Conduct principles' applicability across different research contexts, making the findings more robust and applicable to a wider audience.

Alignment with Euraxess and HRS4R Objectives: The selection criteria align with the core objectives of both Euraxess and HRS4R. Euraxess aims to facilitate researcher mobility and career development, and the chosen participants directly contribute to these goals. Additionally, HRS4R focuses on ensuring a supportive research environment, and including individuals from laboratories and grant programs helps assess the principles' practical implementation.

Timeliness: Conducting the survey in February 2023 ensures that the data collected is up-to-date and reflective of the current research landscape. This timeliness enhances the relevance of the findings for both Euraxess and HRS4R initiatives.

This approach ensures that the survey results are both representative and relevant to the objectives of Euraxess and HRS4R. The diversity of backgrounds and the timely nature of the survey further strengthen the validity and applicability of the findings.

Should you require any additional information or clarification, please do not hesitate to reach out. We are committed to contributing valuable insights to support the goals of Euraxess and HRS4R.

The purpose of this survey is to improve the research and work environment at YSU. It is implemented within the framework of HRS4R strategy. The HRS4R strategy is a tool launched by the European Commission to support universities, research institutions and organizations that fund research in the application of The European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers, which aim to contribute to the development of a European labor market attractive for researchers.
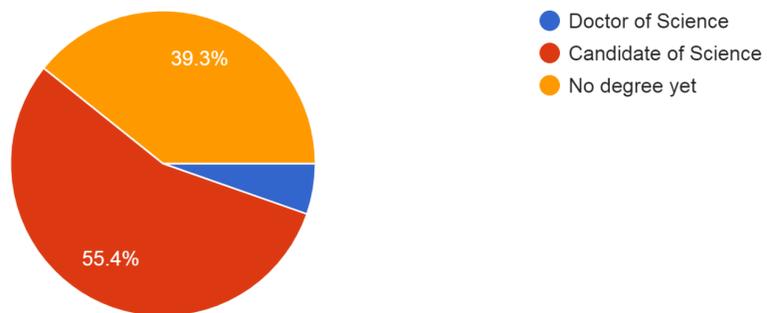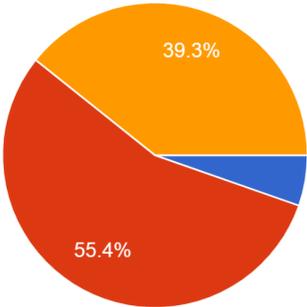
Gender

56 responses
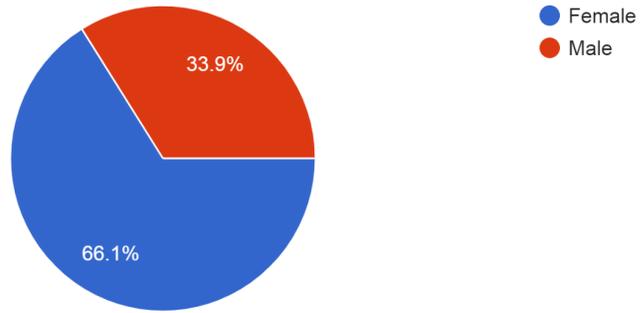
- Female
- Male

33.9%

66.1%

Scientific degree

56 responses

- Doctor of Science
- Candidate of Science
- No degree yet

39.3%
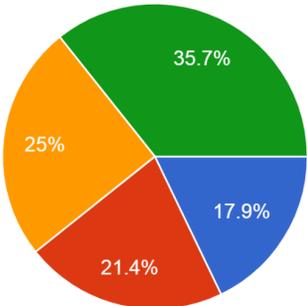
55.4%

Scientific degree

56 responses

- Doctor of Science
- Candidate of Science
- No degree yet

39.3%

55.4%
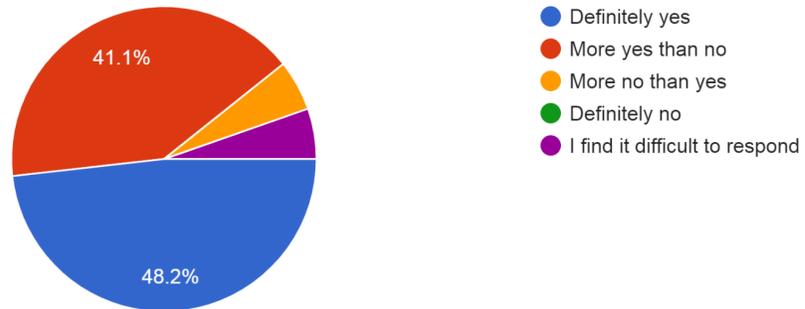
Years of experience at YSU

56 responses

- 1-5
- 5-10
- 10-15
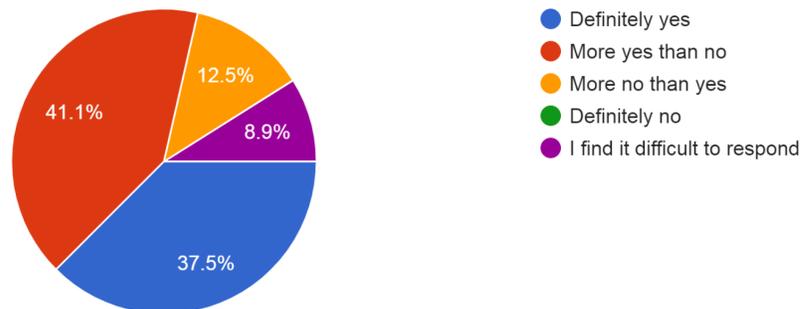- 20 years and more

35.7%

25%

21.4%

17.9%

Are the basic principles of research freedom highlighted at YSU (free choice of research topics, directions, methodology and free expression of will, ...to account financial, ethical or other constraints)?

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
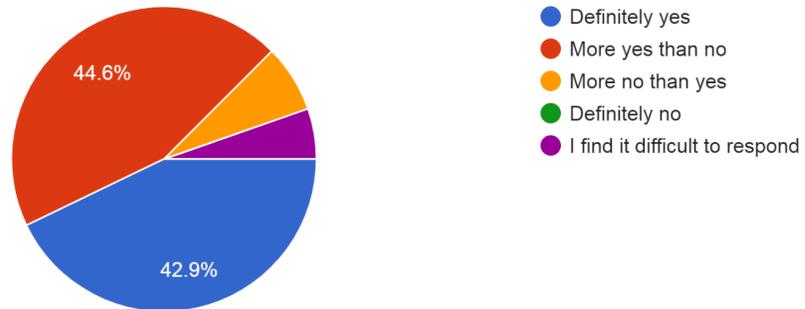- I find it difficult to respond

41.1%

48.2%

Are you aware of the ethical principles and standards for conducting research at the university on sectoral, national and institutional levels?

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond
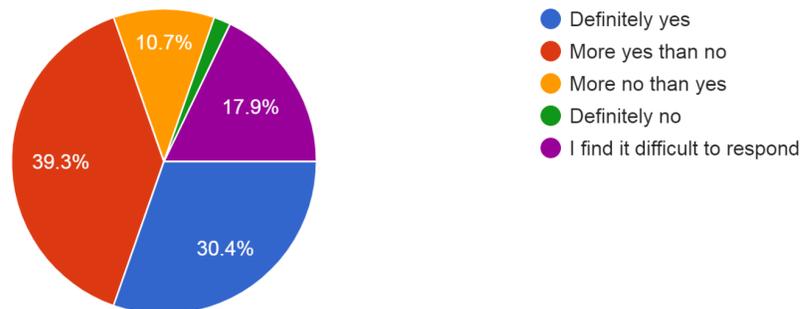
12.5%

8.9%

41.1%

37.5%

Are you aware of the strategic goals set in the field of your research, and the legal norms, procedures and principles of the regulation of res...implementation and current accountability process?
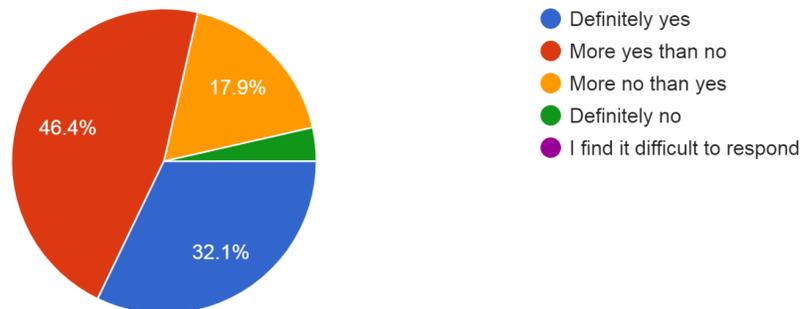
56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond

44.6%
42.9%

The university has a transparent system of accountability for research activities carried out with internal and external funding.
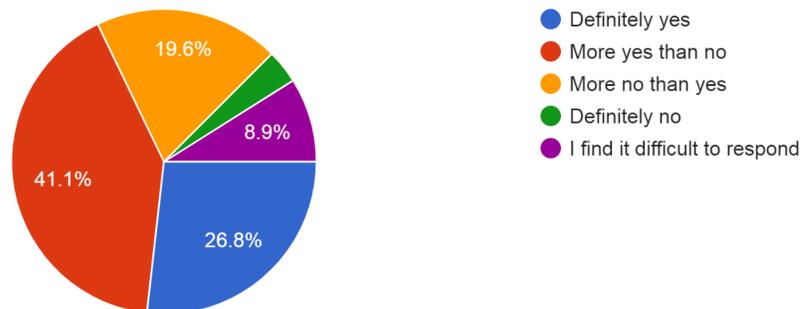
56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond

10.7%
39.3%
17.9%
30.4%

The university provides a proper level of working conditions and information security.

56 responses

- ● Definitely yes
- ● More yes than no
- ● More no than yes
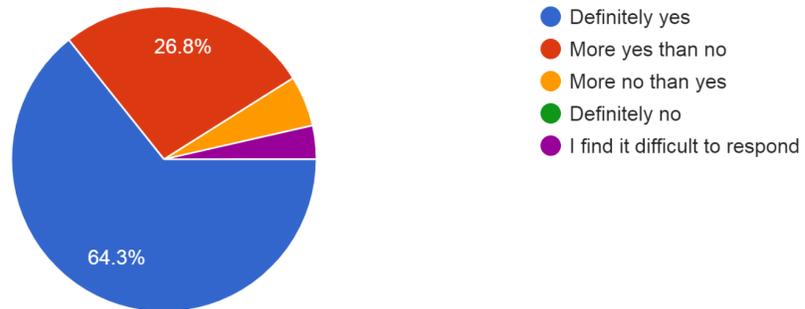- ● Definitely no
- ● I find it difficult to respond

Do you ensure the dissemination (raise the awareness) of the results of your research their practical applications and commercialization?
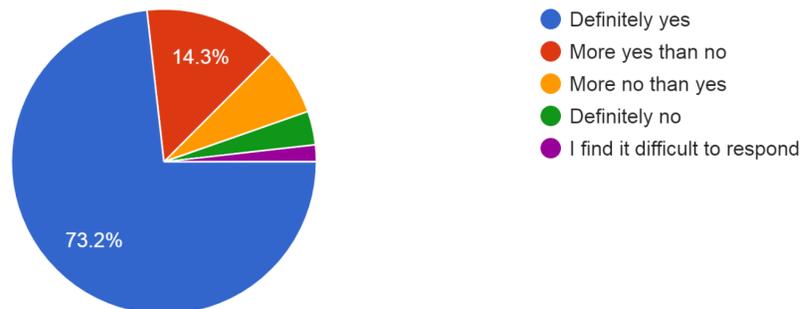
56 responses

- ● Definitely yes
- ● More yes than no
- ● More no than yes
- ● Definitely no
- ● I find it difficult to respond

Do you ensure the public acces to the results of your research?

56 responses

- ● Definitely yes
- ● More yes than no
- ● More no than yes
- ● Definitely no
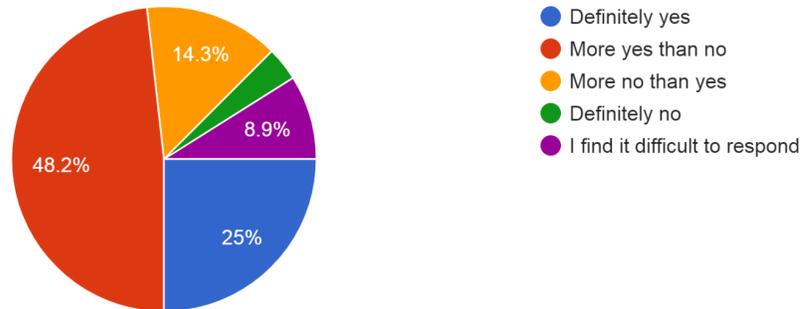- ● I find it difficult to respond

26.8%

64.3%

YSU encourages non-discriminatory attitude towards the researcher without condition it on gender, age, sexual orientation, political views, socio-economic status, etc.

56 responses

- ● Definitely yes
- ● More yes than no
- ● More no than yes
- ● Definitely no
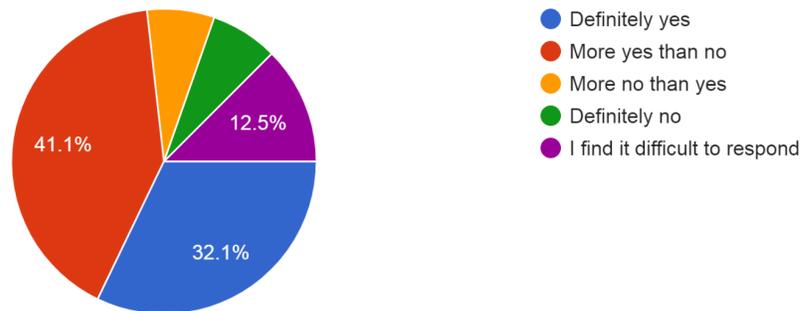- ● I find it difficult to respond

14.3%

73.2%

YSU regularly and transparently evaluates the activity of the researcher(research, teaching activity, scientific supervision, national and international ... evaluations are considered for career advancement.
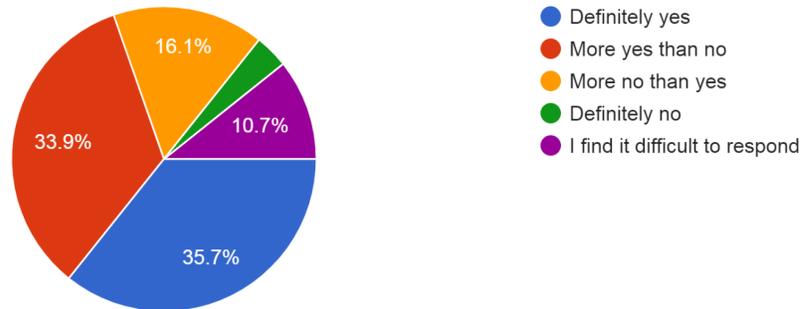
56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond

14.3%
48.2%
8.9%
25%

Recruitment process of the researchers, includind PhD admission, is based on clearly defined criteria, it is open, transparent, effective and is in accordance with the international standards.

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
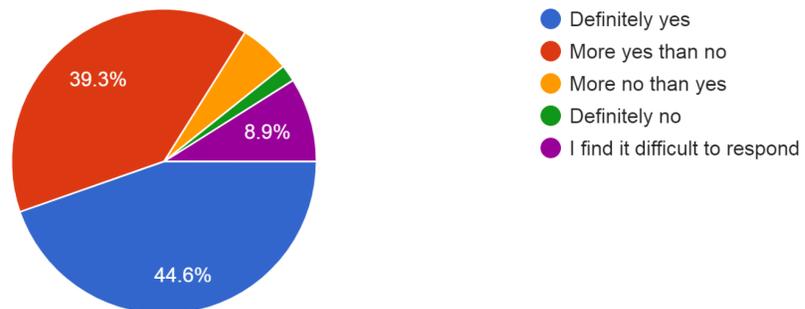- I find it difficult to respond

41.1%
12.5%
32.1%

Recruitment announcements(including PhD admission) describe the required skills and knowledge, as well as working conditions and functions, the ti... announcement and the competition day is realistic.

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
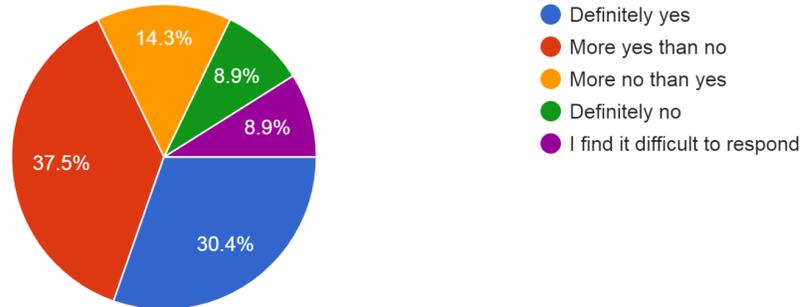- I find it difficult to respond

The commissions responsible for recruitment, including PhD admission, have a balanced and qualified staff (in terms of professional skills, gen... carry out the evaluation of candidates objectively).

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
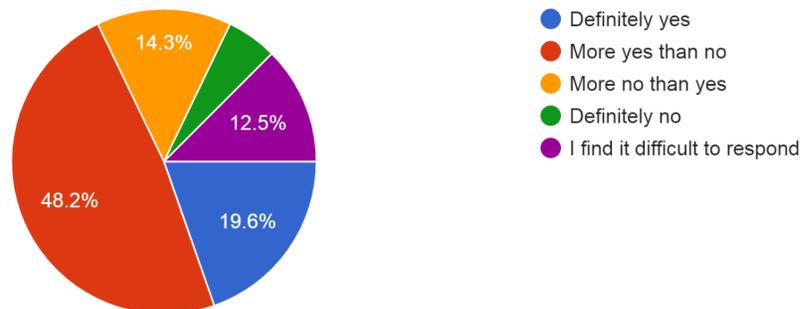- I find it difficult to respond

Have you received sufficient information on the admission criteria and procedures(number of vacancies, career prospective, and proper post com...te) before taking part in the vacancy competition?

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
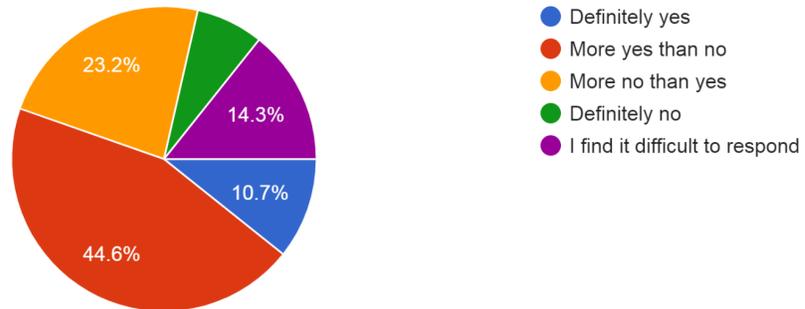- I find it difficult to respond

14.3%
8.9%
8.9%
37.5%
30.4%

Are the defined requirements for recruitment at YSU suffiecient to maximally assess the skills, abilities, experience and achievements of the candidate?
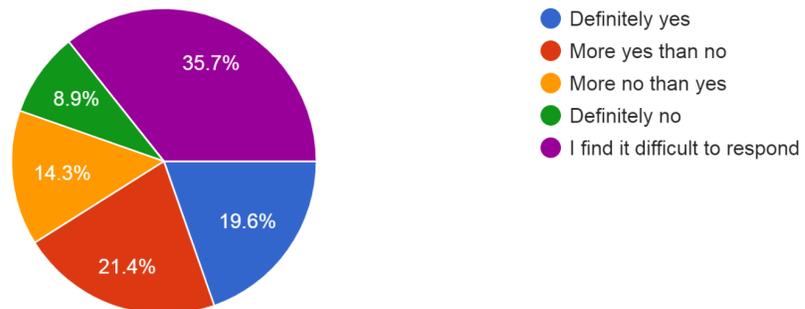
56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond

14.3%
12.5%
48.2%
19.6%

Are the attestation requirements of YSU employees sufficient to maximally assess their skills, abilities, experience and achievements?
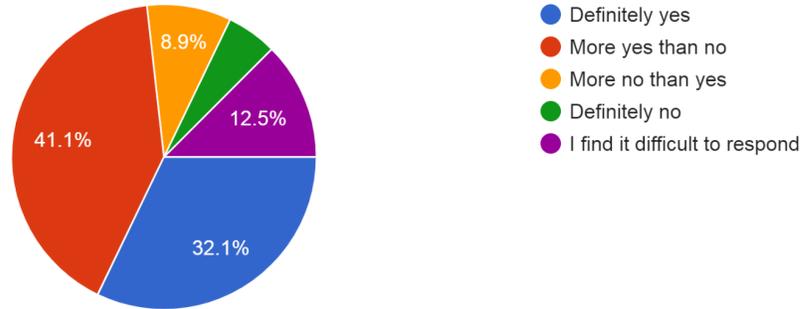
56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond

After the termination of work, YSU does not hinder the return of that employee to work.

56 responses

- Definitely yes
- More yes than no
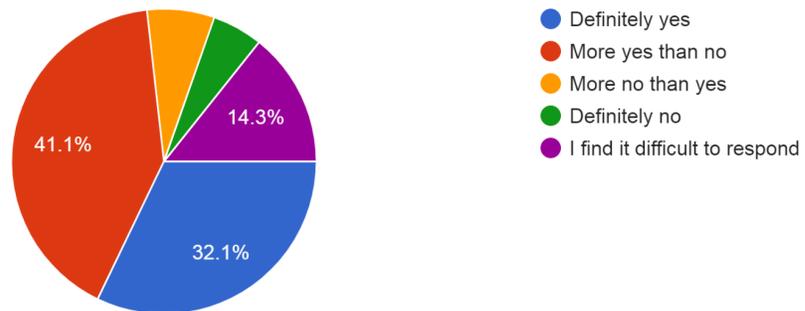- More no than yes
- Definitely no
- I find it difficult to respond

The experience of cross-sectoral, interdisciplinary, and geographical mobility is recognized and evaluated by the university.

56 responses

- ● Definitely yes
- ● More yes than no
- ● More no than yes
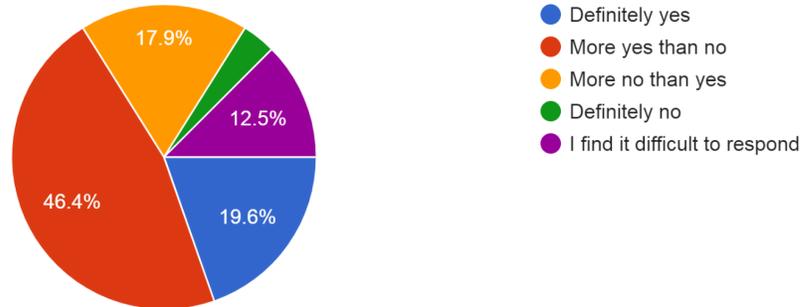- ● Definitely no
- ● I find it difficult to respond

Does YSU recognize the academic and professional qualifications of the researchers, including the documents of non-formal education?
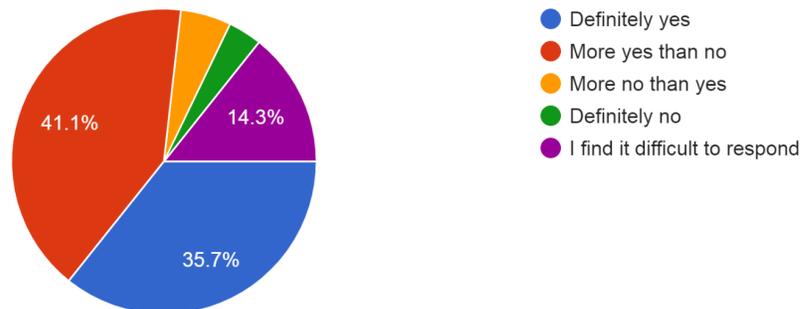
56 responses

- ● Definitely yes
- ● More yes than no
- ● More no than yes
- ● Definitely no
- ● I find it difficult to respond

Career advancement at YSU is based on professional achivements and not on their subjective evaluation.

56 responses

- ● Definitely yes
- ● More yes than no
- ● More no than yes
- ● Definitely no
- ● I find it difficult to respond

17.9%
46.4%
12.5%
19.6%

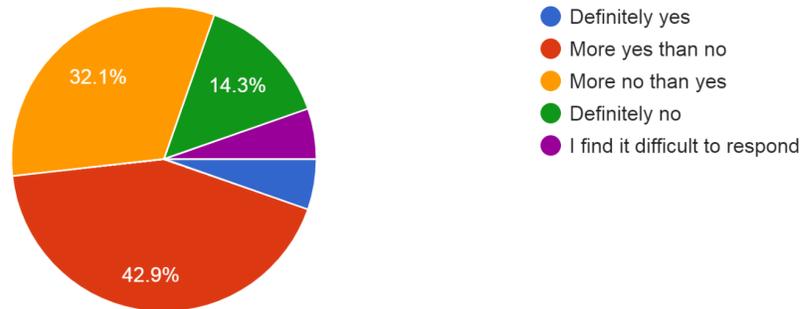YSU views the researcher involved in the research as specialists of the field, regardless of their status(Master, PhD student, candidate, doctorant, etc.).
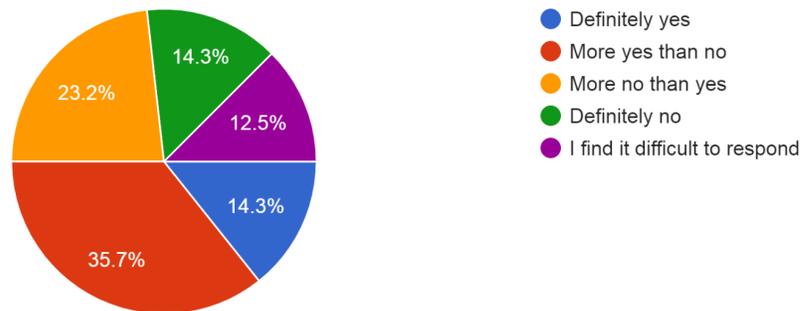
56 responses

- ● Definitely yes
- ● More yes than no
- ● More no than yes
- ● Definitely no
- ● I find it difficult to respond

41.1%
14.3%
35.7%

Are technical sufficiency and software support enough for the implementation of scientific research activity?

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
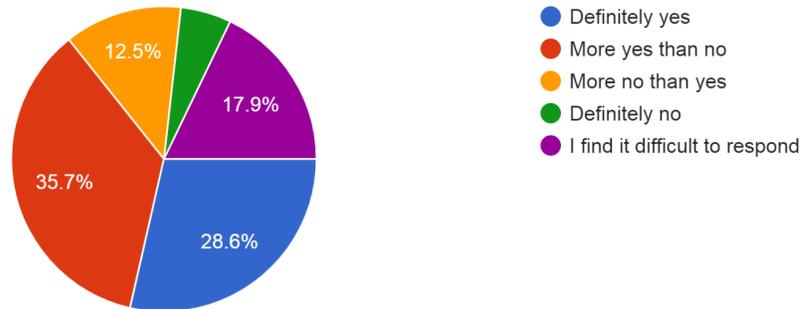- I find it difficult to respond

Are the working conditions defined at the university flexible and allow to combine work life balance, including the conditions necessary for people with special needs?
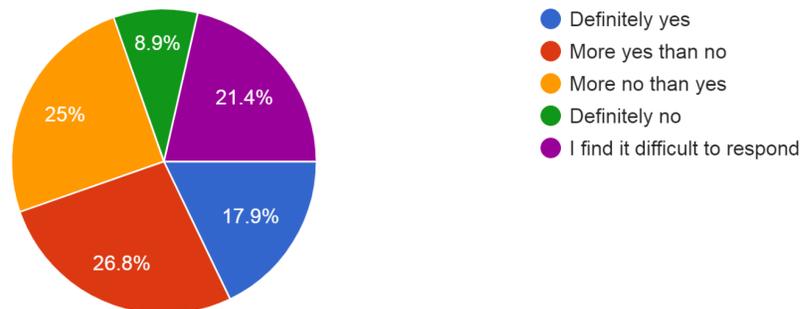
56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond

Does YSU provide appropriate guarantees of stability and reliability for work activities of the researchers?

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond
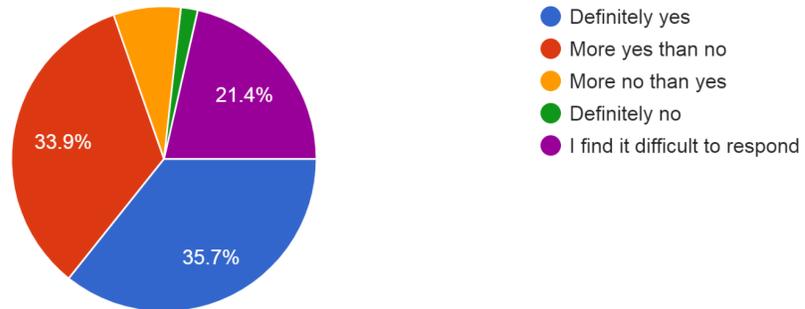
12.5%
35.7%
17.9%
28.6%

Do YSU or research funding organizations provide fair and attractive funding conditions and social welfare guarantees for research activities?
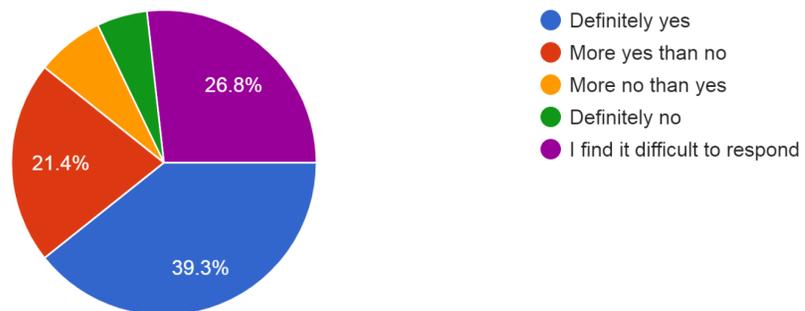
56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond

8.9%
25%
21.4%
26.8%
17.9%

Is gender balance maintained in the educational, scientific, research, administrative, teching and other spheres of university activities?

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
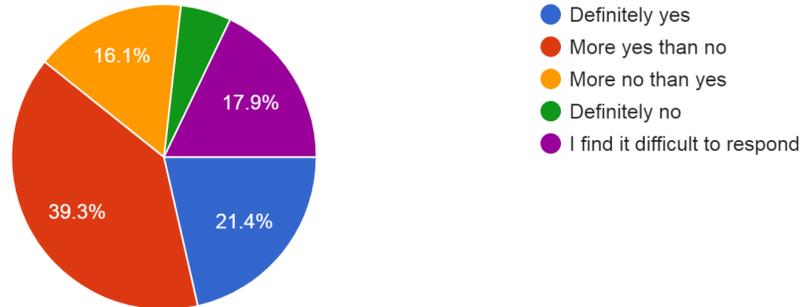- I find it difficult to respond

Does YSU highlight the inter-sectoral, interdisciplinary and geographical mobility as an opportunity for professional development and is it fixed in the strategy of the university?
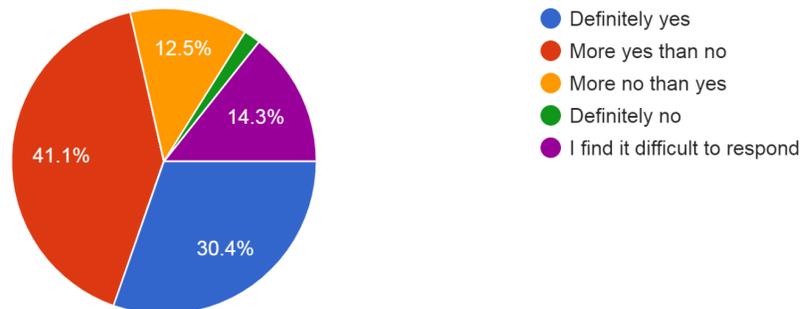
56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond

Are there any mechanisms of support for continuous professional development and advisory at all levels of YSU research activity(from beginner to experienced researchers)?

56 responses

- ● Definitely yes
- ● More yes than no
- ● More no than yes
- ● Definitely no
- ● I find it difficult to respond

Are the intellectual property rights on the results of your research activities protected?

56 responses

- ● Definitely yes
- ● More yes than no
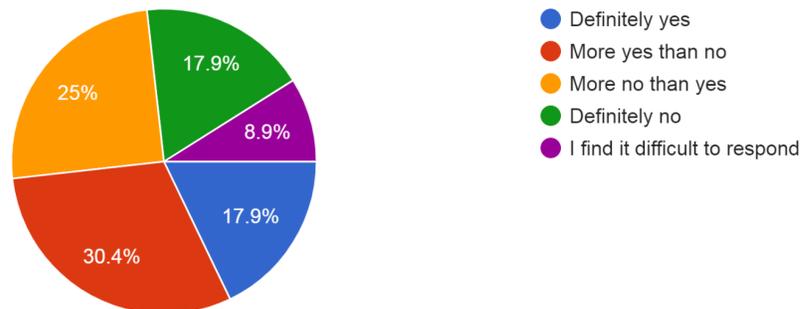- ● More no than yes
- ● Definitely no
- ● I find it difficult to respond

Is the co-authored research work encouraged by YSU (including publications in journals with impact factors)?

56 responses

- Definitely yes
- More yes than no
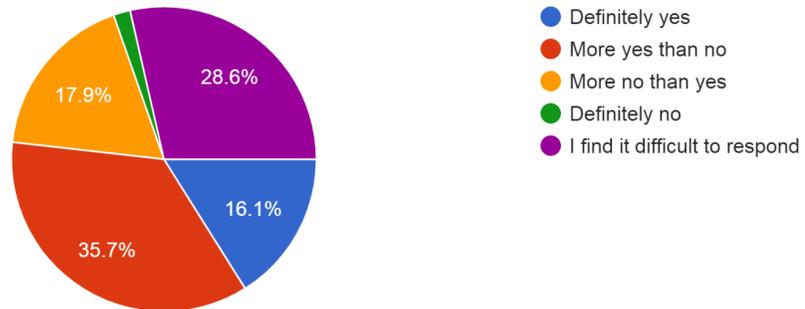- More no than yes
- Definitely no
- I find it difficult to respond
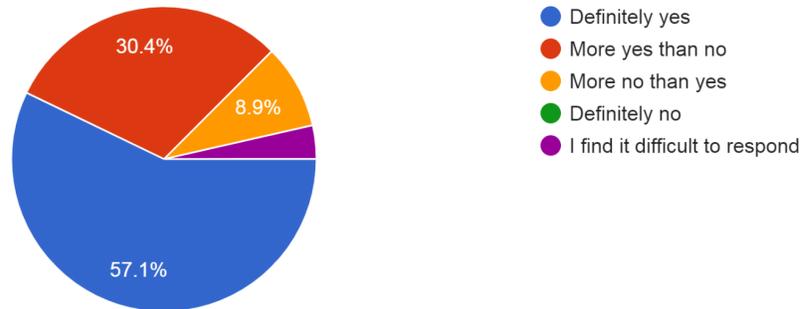
Do you consider the current distribution of workload between the research and teaching components effective?

56 responses

- Definitely yes
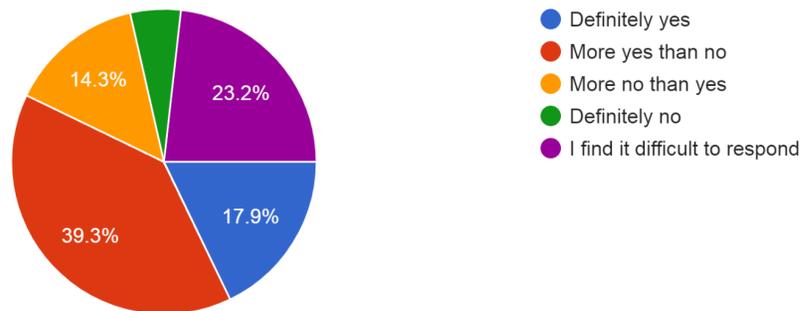- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond

Do you think the complaints submitted by the researchers are properly processed?

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond

28.6%
16.1%
35.7%
17.9%

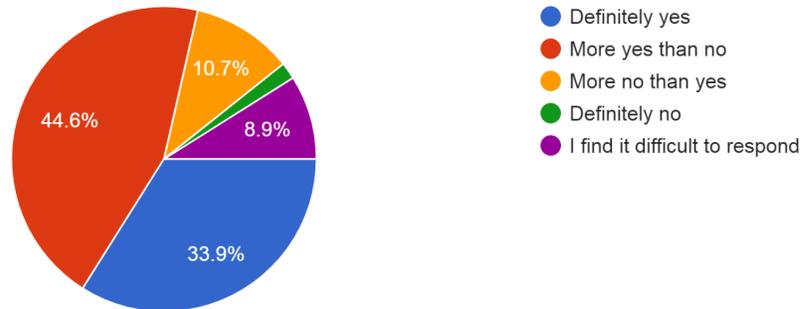Do your suggestions related to decision-making processes in YSU governing bodies have a proper review?

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond
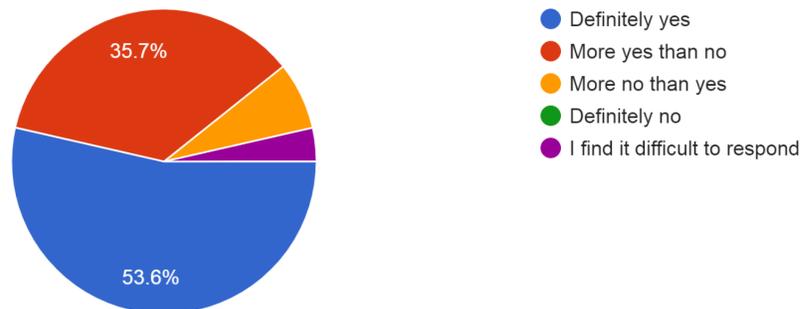
23.2%
17.9%
39.3%
14.3%

Do you evaluate the relationship between the supervisor and the researcher as effective? Are they constructive? Are the discussions held regularly ac...ing to the advancement of the researcher's career?

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
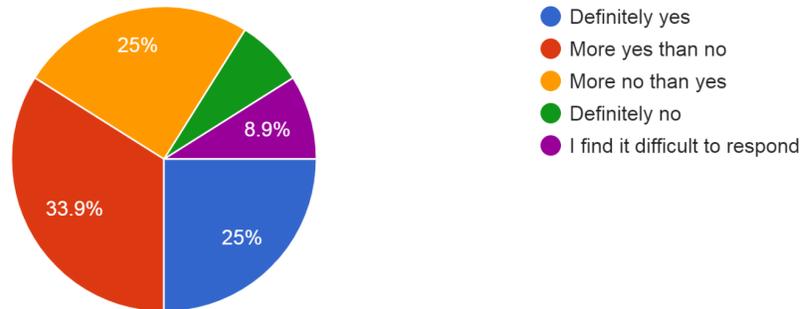- I find it difficult to respond

44.6%
10.7%
8.9%
33.9%

Does regular participation in various scientific events(including formal trainings, conferences, workshops, e-learning) contribute to the enhancement of skills and abilities of researchers?

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond

35.7%
53.6%

Does YSU regularly organize events aimed at the continuous development of skills and professional abilities of the researchers?

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond

25%
33.9%
25%
8.9%

Are the criteria for being a supervisor of scientific research clearly defined? Are they based on professional skills, knowledge, experience as wel...upport and promote progress and provide feedback?

56 responses

- Definitely yes
- More yes than no
- More no than yes
- Definitely no
- I find it difficult to respond

41.1%
10.7%
8.9%
37.5%