



## QUESTIONNAIRE on RESEARCH POTENTIALS

### INTRODUCTION

The present questionnaire is a data collection tool in order to draw a complete picture of the different elements of the research potential in Partner Country Universities (PCUs).

The objective of this questionnaire is twofold. First, it aims at establishing the state-of-the-art, namely a detailed and comprehensive picture of current human potential in science and research in targeted universities, including the issues, related to Human Research (HR) management, career development and employment of Researchers, ethics, working conditions, accountability, training and collaboration.

Second, it is a tool for development of individual HR strategies of each of PCUs. It is foreseen that the tool will facilitate synthesis of a background data for gap analysis, relative to the principles of European Charter for Researchers and Code of Conduct for Recruitment.

The questionnaire incorporates indicators on the implementation of EURAXESS initiatives, launched by the European Commission to promote research careers and facilitate the mobility of researchers in the European space.

Target group: vice-rector on scientific work, chief department of scientific research

### **DIMENSION 1 – OPEN RECRUITMENT OF RESEARCHERS AND PORTABILITY OF GRANTS**

*Indicators to be analyzed for self-assessment (1 - disagreement, 2 - moderate disagreement, 3 - moderate agreement, 4 - full agreement):*

<b>1. Content and transparency of announcements (calls for tenders); selection and evaluation methods of candidates</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>Mark the top of three indicators (1.1. – 1.9)</b>
1.1	Vacancies for different professional levels (advertisements indicate the number of positions and are open for a reasonable period of time) are appropriately promoted at national level.					
1.2	Vacancies for different professional levels (advertisements indicate the number of positions and are open for a reasonable period of time), are appropriately promoted internationally through the EURAXESS portal.					
1.3	The required competencies and skills encourage the participation of a large number of candidates.					
1.4	The selection board informs the candidates, after completing the selection process, about the advantages and disadvantages of their job application.					
1.5	University ensures that selection committees take into account the potential of candidates as researchers, especially their degree of creativity and independence.					



1.6	Selection criteria, working conditions and rights - as well as career prospects - the skills and abilities that candidates must meet are described in detail in the vacancy announcements.					
1.7	Selection committees usually include new members from other countries.					
1.8	Selection committees usually include new members from outside the university (ex.: private companies, public research institutions).					
1.9	Selection committees are set up on the principle of gender balance.					

## **DIMENSION 2 - SOCIAL SECURITY AND ADDITIONAL PENSIONS FOR RESEARCHERS**

### **Stable and permanent conditions of employment**

Employers and / or funders must ensure that the performance of the work carried out by researchers is not undermined by the instability of employment contracts and, consequently, must work as much as possible to improve the stability of employment conditions for researchers, thus implementing and respecting *principles and terms of the EU Temporary Work Directive*.

*Indicators to be analyzed for self-assessment (1 - disagreement, 2 - moderate disagreement, 3 - moderate agreement, 4 - full agreement):*

<b>2. Stable and permanent employment conditions, social security</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>Mark the top of three indicators (2.1. – 2.6)</b>
2.1	Fair conditions and attractive employment salaries for researchers are guaranteed - at all stages of their careers, regardless of the contractual situation (permanent or fixed-term).					
2.2	Researchers have social security rights, including sickness benefits, for maternity leave, the right to a pension and unemployment insurance in accordance with the provisions of national law.					
2.3	University facilitates researchers' access to social security rights.					
2.4	University encourages the adoption of new pan-European systems for the retirement of researchers.					
2.5	Efforts are being made to develop provisions relating to researchers' rights to supplementary pensions.					
2.6	Health and safety rights are ensured in accordance with regulations at national or sectoral level					



## **DIMENSION 3 – ATTRACTIVE EMPLOYMENT AND WORKING CONDITIONS**

### **Recognition of the profession**

All researchers engaged in a research career must be recognized as professionals and treated as such. It must start from the beginning of the career, especially at post-graduate level and must refer to all levels, regardless of their national classification (for example: employee, graduate, doctoral candidate, post-doctoral, civil servants).

### **Non-discrimination**

Researchers' employers and / or funders shall not discriminate on the basis of sex, age, ethnicity, national or social origin, religion or ideological belief, sexual orientation, language, disability, political opinion, economic or social status.

### **Research environment**

Researchers' employers and / or funders must ensure that the most stimulating research or training environment in the field is created, providing the appropriate equipment, facilities and opportunities, including for remote collaboration with other research networks, and that national regulations are complied with. or sectoral measures on the protection of health and safety in research. Funders must ensure that the necessary resources are allocated to the agreed work schedule.

*Indicators to be analyzed for self-assessment (1 - disagreement, 2 - moderate disagreement, 3 - moderate agreement, 4 - full agreement):*

<b>3. Recognition of the profession; non-discrimination; research environment</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>Mark the top of three indicators (3.1-3.9)</b>
3.1	Increased attention is paid to avoiding any discrimination based on sex, age, ethnicity, national or social origin, religion or ideological beliefs, sexual orientation, language, disability, political opinions, economic or social conditions.					
3.2	The autonomy and creativity of all researchers, both beginners and those with up to four years of experience, is promoted.					
3.3	Gender balance is promoted at all levels of employees, including those in monitoring and management positions.					
3.4	University and research departments provide a stimulating environment for research and training in the field.					
3.5	The participation of researchers in decision-making committees is guaranteed.					
3.6	Researchers' complaints / grievances, including those related to conflicts between mentors and beginners, are resolved equidistantly and amicably.					
3.7	The professional activities (teaching, research) of all researchers are systematically evaluated.					



3.8	Teaching activities do not prevail over research activities, especially at the beginning of a research career.					
3.9	There are sufficient mechanisms that encourage both women and men to combine family and work (ex.: part-time employment, online activities, sabbaticals, the existence of children's spaces, etc.).					



## **DIMENSION 4 - PREPARATION AND EVOLUTION OF THE SKILLS AND EXPERIENCES OF EUROPEAN RESEARCHERS**

### **Access to training in research and continuous development**

Employers and / or funders must ensure that all categories of researchers, regardless of their contractual status, are offered opportunities for professional development and the improvement of their employability through access to measures for the continuous development of their skills and competences.

Such measures must be periodically evaluated on the basis of accessibility and efficiency, in order to capitalize on skills, abilities and employment.

*Indicators to be analyzed for self-assessment (1 - disagreement, 2 - moderate disagreement, 3 - moderate agreement, 4 - full agreement):*

<b>4. Content and transparency of announcements (calls for tenders); selection and evaluation methods of candidates:</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>Mark the top of three indicators (4.1 – 4.6)</b>
4.1	Professional development - Training and mobility plans - Mentoring activities - Teaching.					
4.2	Through internal measures and regulations, the university offers researchers training opportunities for teaching activities.					
4.3	Geographical, inter-sectoral, inter- and trans-disciplinary mobility, as well as between the public and private sectors, is encouraged and promoted.					
4.4	There are internal mechanisms, at university level, to develop the skills and competencies necessary for the evolution in the research career					
4.5	Mentors are people who have the time, knowledge and experience needed to carry out such an activity and are able to provide the beginner researcher with the appropriate support.					
4.6	Experienced researchers are informed and benefit from opportunities to evolve their mentoring skills.					